CONNECTICUT INDUSTRY

OCTOBER 1940

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In this issue:

CONNECTICUT TELEPHONE & ELECTRIC CORPORATION
CONNECTICUT TRAINS FOR JOBS . . . .
INDUSTRY ASSUMES THE INITIATIVE . . . .

News Forum . . . Legiscope . . .
Transportation . . . . Accounting
Hints . . . Business Pattern . . .
Hints for Exporters . . . Service Section

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OCTOBER 1940

CONNECTICUT INDUSTRY

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L. M. BINGHAM • EDITOR

WHAT TWO HOURS MEAN

By E. KENT HUBBARD

October 24th, 1940, will be an historic date,—the day the United States unwittingly inflicted upon itself a tax of one hundred million dollars per year from which no revenue is to be derived for the benefit of the U. S. Treasury or the people!

The date, as you may have recognized already, is the day when the Wage and Hour Act automatically reduces from forty-two hours to forty hours per week the maximum time which an employee may work before he must receive time and one-half overtime compensation. The reduction in maximum hours is only two hours. The increase in the amount of time for which employees will receive time and a half is only two hours. And what does two hours mean?

To the major defense production industries in Connecticut, the two hours mean an addition of approximately five hundred thousand dollars to overhead expenses. This would be considerably larger, but for the fact that defense industries are in most instances already paying overtime compensation over forty hours per week and eight hours per day under the Public Contracts Act with respect to production employees. The reduction in the maximum work week will not result in increased employment. Employees now paid on the basis of a forty-two hour work week are for the most part office and clerical employees. Further reduction of hours of such employees is impossible at the present time.

The reduction of two hours will mean increased costs to manufacturers because clerical changes cannot be absorbed. They must be passed on to the purchaser of the product, who in the end is the man on the street—the "forgotten man". In the case of government contracts for defense materials, the cost is borne by the government in the first place, but in the last analysis by all of us.

At this crucial moment in American history when we are struggling to devise methods whereby an adequate defense program can be financed, to say nothing of the problem of financing the recurrent budget deficit of the government, aren't we all shortsighted to allow ourselves to be assessed millions of dollars for nothing but an increase in the cost of living?

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Connecticut Telephone & Electric Corporation

Editor's Note. **This article is the 67th in a series of articles setting forth the historical background and subsequent development of Connecticut industries.**

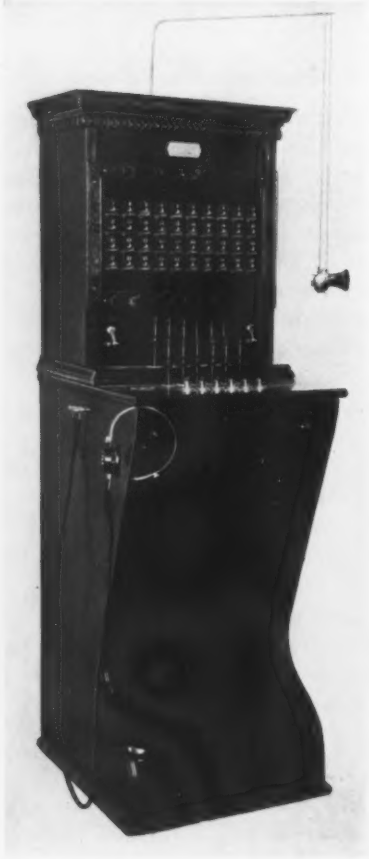
IN the early days of the telephone, following Bell's invention in 1876, Meriden became one of the main centers of activity of the new and thriving industry. What reasons there may have been for the establishment of the new industry in the "Silver city" are now lost in obscurity, but evidences of this distinction are well preserved.

The "Meriden Switchboard", now a prized possession of the Bell Laboratories Museum at 462 West Street, New York, is the oldest telephone switchboard in existence. Built in 1878 by one Roger D. Blish of Meriden, it was placed in service on January 31st of that year as the nucleus of the city's first telephone exchange, and the world's second. The distinction of being first belongs to New Haven, whose exchange opened three days earlier.

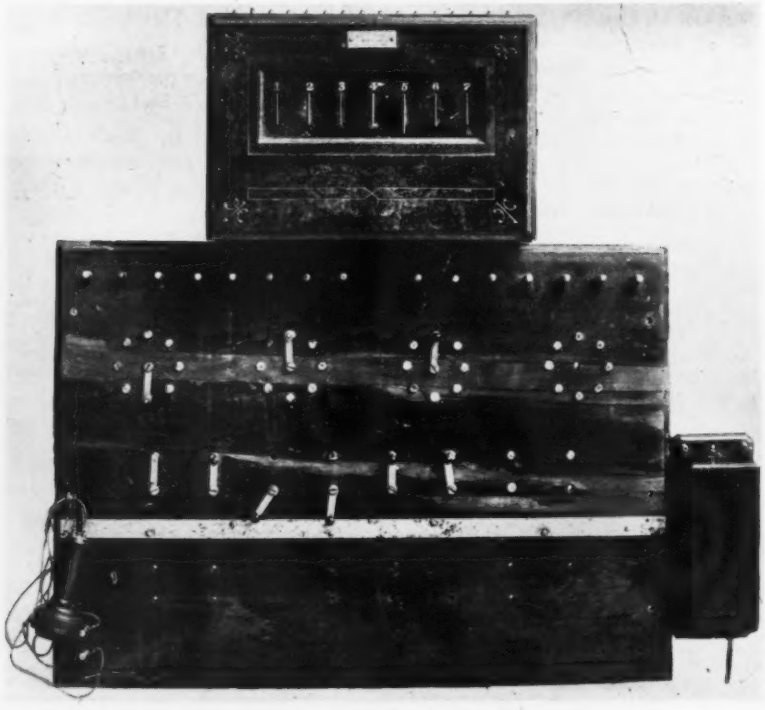
Mr. Blish's now-famous creation is a masterpiece of Yankee ingenuity, being liberally endowed with carriage bolts, the knobs of tea-pot covers, and sundry other knick-knacks of a more or less domestic nature. How well or how long the switchboard served its purpose is not recorded, but it appears that its first owner, and operator, Ellis B. Baker, prospered well in his pioneering venture as he was later chosen general superintendent of the Southern New England Telephone Company and held the post for many years.

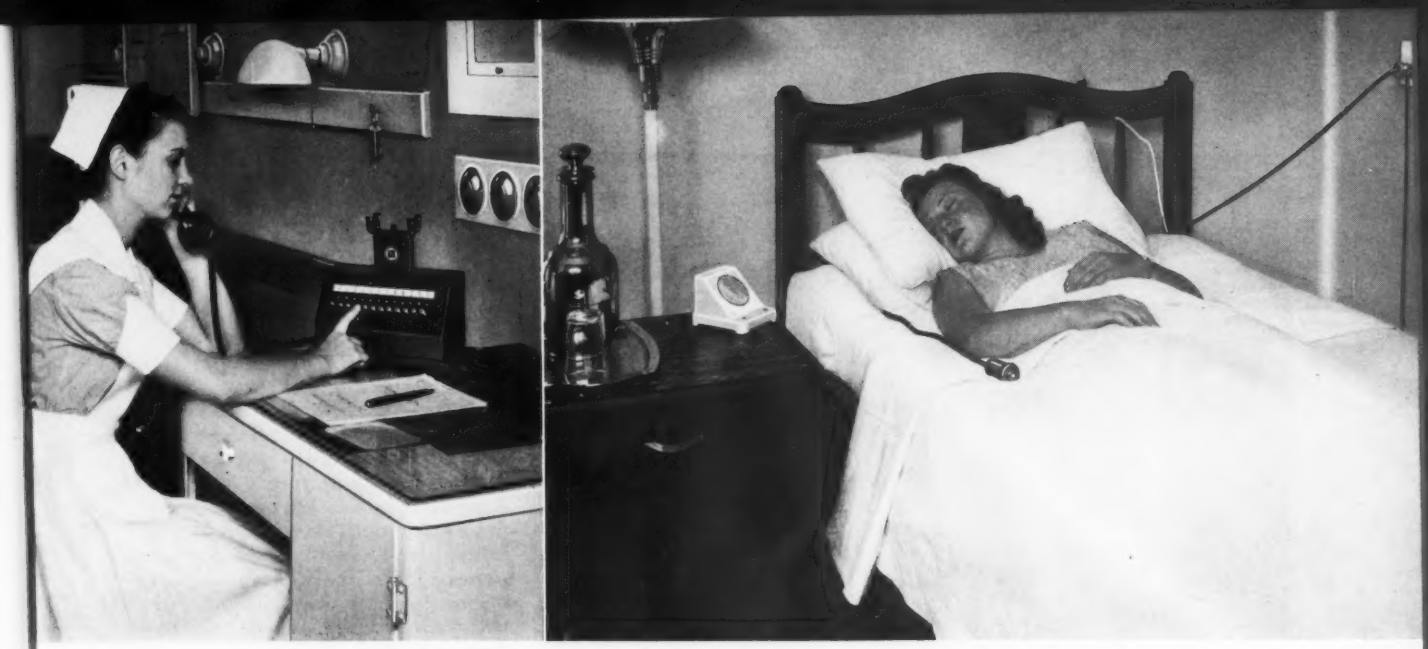
The present-day inheritor of Meriden's early "telephone tradition" is Connecticut Telephone & Electric Corporation, established in 1894 by Ernest C. Wilcox and the late Burton L. Lawton. The business was originally conducted in the old Malleable Iron Works plant (now International Silver's factory N) where the partners began the manufacture of telephones and switchboards. By 1903 the business had outgrown these quarters and the present site of the company's plant on Britannia street was purchased, including a five-story frame factory building which then stood on the property.

This move gave impetus to the expansion of the company's products, and in 1905 it entered the automotive field with a line of ignition devices. Again the venture proved successful and an addition to the plant was soon built. A few years later, the adoption of battery ignition by automobile



An early "Connecticut" switchboard of the Gay Nineties vintage. At that time and during the early 1900's, Connecticut Telephone & Electric was an important factor in the manufacture of public telephone and exchange equipment.
The oldest telephone switchboard in existence—built and put into service in Meriden in 1878, less than two years after Bell's invention. This early pioneering activity forms the historical background for one of Meriden's leading industries—Connecticut Telephone & Electric Corporation.





Modern hospital signaling enables the nurse and patient to converse, with resulting advantages to both. This system is a new "Connecticut" development that has received the endorsement of leading hospital authorities.

manufacturers put the company in an advantageous position and the resulting demand for "Connecticut" ignition, which for many years led the field, caused the company to grow so rapidly that further additions were required.

During the World War the company played an important part in the development of instruments and communicating equipment for the Signal Corps. One of its most important contributions was the designing of the first battery-operated wireless transmitter for aircraft. This was adopted by the Government as standard equipment and many sets were manufactured in the Meriden plant. Other developments in portable communicating instruments followed, one of which—the first portable radio set—was used extensively by the Navy and played a vital part in the European operations of our fleet. At this time the company also made parts for marine mines, which were presumably used in the famous North Sea mine barrage, as well as all of the thousands of wireless instruction sets used by the Signal Corps throughout the War.

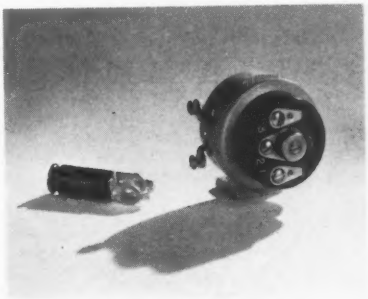
On March 10, 1920, the War Department took official cognizance of the company's many contributions toward the Allied victory and presented the management with a Certificate of Merit.

The work in the radio and wireless fields brought about by the War, was carried over into the early '20's at which time the new industry was groping for a footing on solid commercial ground. "Connecticut" owned several patents of basic importance, including those covering the sodium tube. However, the post-war boom in the automobile business was already taxing the capacity of the plant, and eventually the radio patents were disposed of in favor of the more lucrative automotive equipment business.

During this period the company had also developed a number of special formulas for plastic insulating materials which were used in its various electrical products. In 1923 the production of these plastics had expanded to such an extent that the company acquired the Wilcox & White plant on Cambridge street for this division of the business. In later years the company's needs for this type of product decreased and the Plastics factory was sold and is now being operated by General Electric Company.

In the middle and latter twenties a number of changes took place and the company entered an era in which the markets for its products shifted to a considerable extent. The telephone business, which until the War had provided a substantial amount of the total volume, had gradually diminished as the Bell system, with its own manufacturing subsidiary, expanded. Similarly in the automotive field, a period of merging among the larger manufacturers occurred, eventually resulting in a loss of much of the ignition and electrical equipment business to combine-controlled subsidiaries. However, the company still makes a few products in this group, including a popular type of direction signal which is used extensively on commercial vehicles.

The versatility which appears to have inspired the original partners proved a valuable asset to the company during these times. As one market disappeared another was developed to replace it. Apartment house telephones and other types of private intercommunicating systems filled the gap left by the loss of the telephone exchange business. Fire alarm and signal systems of various kinds and uses substituted for the loss of the automobile equipment business. Today, although the complexion of the company's activity has changed, its essential character remains the same—the manufacture of low-tension signal and communicating equipment.



"Connecticut" manufactures aircraft products, too. Shown above are a safety-clip spark plug terminal *(left)* and an interrupter for aircraft radio.

The ultra-modern beauty salon at G. Fox & Co., Hartford, has 45 booths, each equipped with a phone connecting to the Appointment Desk. The phone shown in the above picture is especially developed for this kind of service.

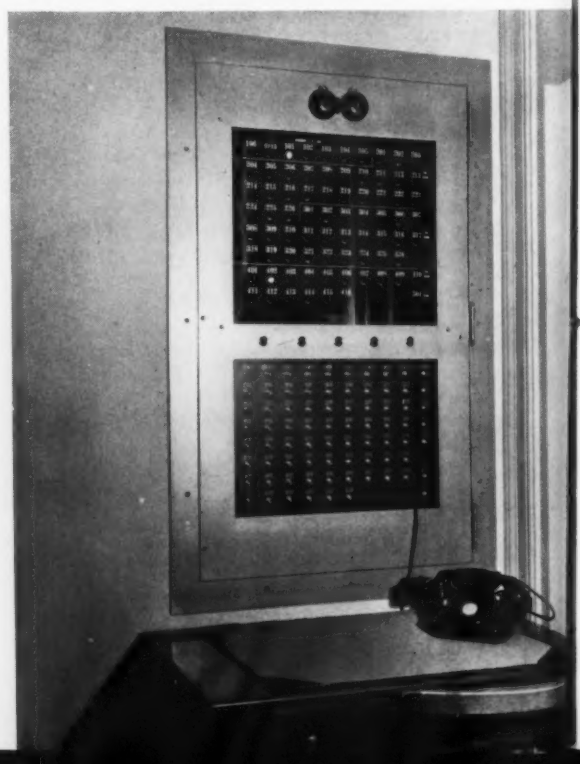
In the troublous thirties a series of management changes occurred. Mr. Lawton had retired in 1924, and five years later his original partner, Mr. Wilcox, sold his interest to the General Instrument Corporation of Chicago. This transaction was followed by several mergers, each bringing new groups of products into the fold to take advantage of the company's excellent plant and manufacturing facilities. However, the company has "outlived" these changes and for the past year and a half has again been devoting itself exclusively to production and development along the original lines.

Under the leadership of a new president, Harold W. Harwell, formerly general manager of the Cinaudograph Company of Stamford, the company has enjoyed a rapid return to its former position as an engineering leader in the signal and communicating business. New designs and manufacturing technics in telephone equipment have been evolved. An entirely new type of electric bell mechanism, with features never before possible, has been built around recently-discovered magnetic alloys. A new kind of loud-speaking telephone that uses no amplifying tubes will shortly be announced. Other developments are on the way and will be introduced as soon as final tests are completed.

And again the company is assuming its former position as an important supplier of essential military equipment. Its contracts for the War and Navy Departments so far this year total nearly three-quarters of a million dollars and include such items as aircraft radio interrupters, field telephones, telephone test equipment, radio head sets and other communications devices of urgent necessity to the Defense program.

Along commercial lines the company has a wide variety of products, many of them in highly specialized fields. One of these is its signal systems for hospitals, in which it pioneered as far back as 1915. These systems, although elaborate and complicated to the amateur observer, are actually about as foolproof and trouble-free as it is possible to make an electro-mechanical device. The problems presented for solution in the designing of these systems include such remote factors as the effects upon a signal system that may be caused by a delirious patient, or by a convalescent boy with nothing better to do than to dismantle everything within reach—which includes the nurse-calling button. If the reader should be so unfortunate as to find himself in a hospital and it happened to be equipped with a "Connecticut" system, he may find it interesting to test its efficiency by assuming a destructive mood and yanking the calling button out of its wall receptacle. He will find that he has started an alarm that cannot be shut off until the nurse comes to his bedside. Most people during the past 25 years have become familiar with this type of signaling system. The patient presses the button which sounds buzzers and lights lamp indicators in various strategic locations. To answer the call, the nurse goes to the patient's bedside to find out what is wanted. Not content with this system, which in some instances might waste precious seconds, "Connecticut" engineers have developed a new patient-and-nurse 2-way communicating system which is practically as efficient and safe as a private nurse. A combination microphone-loud-speaker of high sensitivity, yet no larger than an ordinary light-switch plate, is installed in the wall near the bed, enabling the patient to converse with the nurse and thus make his needs known immediately. He may gurgle into the pillow or speak no louder than a whisper, but the nurse at the floor desk can hear him more plainly than if she were right in the room. Even the patient's breathing can be heard,

(Continued on page 22)



The Master Station of an interior phone system in one of the dormitory buildings at Connecticut College for Women. Systems like this are a "Connecticut" specialty.

Connecticut Trains for Jobs

Editor's Note. **This is one of a series of articles (Hillyer Junior College article in the September issue being the first) telling of the diversified types of trade and job training now being made available in Connecticut. It tells of the vital part job training, originally conceived as a general aid to re-employment, is now playing in filling the manpower requirements of defense industries.**

BORN of a dire need to substitute paying jobs in private enterprise for idleness both with and without "benefit of local welfare or government sponsored work projects", the "Connecticut Plan" of job training has literally become a Paul Revere, lighting the way toward high-speed preparation of personnel to man the defense industries not only in Connecticut but also in the entire nation. In proof of its adoption by those concerned with training of defense workers in other parts of the nation, we quote from a recent statement made by Colonel F. J. McSherry, U. S. A. representative of War and Navy departments on the Coordination Committee on Labor Supply headed by Sidney Hillman of the Committee on Labor of the National Defense Advisory Commission: "Vocational schools throughout the country are being used in this training program, and the country as a whole, is following the Job Training Program as instituted last year in Connecticut".

To whom goes the credit for this timely and practical plan that has been responsible for fitting more than 5,000 untrained young, and older "skill rusty" men for job openings since last November?

Many minds had given thought to the problem of unemployment prior to convening the 1939 General Assembly but none had hit on so simple a plan with such far-reaching beneficial results. Always on the alert to assist its unfortunate "buddies", the American Legion strongly recommended to last year's legislature that something be done about aiding the jobless man "over 40". Legislation providing for the appointment by the Governor of a Commission to Study Employment of the Man Over 40 was the final result. It became the first milestone on the road toward today's effective "Connecticut Plan" of training former unemployables to take their places as beginners in industry.

The second step was the appointment of the Commission by Governor Baldwin on May 5, 1939. It was through the leadership of the Chairman of this Commission, Carl A. Gray, former vice president of the Capewell and Whitney Manufacturing Companies of Hartford and president of the Grenby Mfg. Company of New Britain, and the cooperation of other members of the Commission, the Governor and progressive-minded industrial and Association executives that the "Connecticut Plan" came to be evolved into a job training program now capable of training 1,500 men every four weeks as good beginners who can be readily absorbed by industry. Broadly speaking, this broad-gauged program is another outward manifestation of community thought and action—a 300 year old Connecticut tradition of "ingenuity" which has repeatedly solved difficult problems in times of stress. More specifically credit is due, among others, to Governor Baldwin who recognized the need for an aggressive job-promotion program sponsored by private industry. It is due to local committees of industrialists, educators and other business men in 18 key towns and cities who listened with attentive ears to Chairman Gray's suggestions and then developed them to a successful conclusion—one or more job training courses geared to the needs of their respective community. Finally, it would appear that any fair-minded judge would give a generous share of the credit for the success of the "Connecticut Plan" to Carl A. Gray who conceived the training method and assisted in its evolvement in all 18 Connecticut communities which have thus far adopted it.

The Starting Point

Realizing that the first essential for any success it might later fall heir to, was to discover and catalog both the

STUDYING Shop Math and Blue Prints.

INSPECTING Shafting.

employables and unemployables in each community, the Governor's Commission to Study Employment launched a survey to obtain this information. With the aid of the State Employment office personnel, the unemployed were catalogued by occupational groups for the state as a whole and later broken down by communities. Although the survey did not include all unemployed, since not all persons register with State Employment offices, the survey did include a far greater cross-section of the whole than is usually considered necessary in statistical calculations.

The surveys, as finally completed, "spotlighted" the problem of "forgotten youth" and the "skill-rusty" older worker, each group accounting for approximately one-third of the unemployment existing in the summer of 1939. The youth group included young men and women between the ages of 16 and 25, untrained and inexperienced, few of whom had ever held other than a "part-time" or "fill-in" job in their lives. The "skill-rusty" group were older persons formerly employed as skilled artisans who had grown rusty in their respective skills because of prolonged unemployment.

Later Steps

After obtaining as-accurate-as-possible survey of employables broken down by local communities, a study of each community was made by a local committee to determine the local employment needs and possibilities of future expansion in each respective employment classification. The local committees were built around district chairmen who, in the main, were executives appointed by Governor Baldwin, to organize their respective districts and to act collectively as the Governor's Advisory Council.

As an effective preface to organized community action a suggested plan of action was prepared and placed in the hands of District Chairmen and a small group of local leaders. It is doubtful if Abraham Lincoln himself could have improved on the simplicity of the technique advanced to insure that results would be obtained in the democratic way—"by the people and for the people". With these suggestions offered in late August, 1939, as beacon lights, organization activity in a number of the eighteen districts (areas covered by State Employment offices) began almost immediately thereafter. In most instances the local communities were organized into a number of sub-committees as follows:

1. A Fact Finding Committee which made a further analysis of individual aptitudes from the general breakdown of employables for their locality.

2. A Job Analysis Committee which made a study of the industrial, agricultural and general business employment requirements of the community.

3. A Public Relations Committee which sought to interpret the work and objectives of the local committee by every appropriate media of publicity to employers, employes and the unemployed, and particularly to demonstrate to parents the value of encouraging their sons to prepare for useful jobs available in industry.

4. A Job Training Committee which outlined a course of study geared to local needs in cooperation with local industry and local or state trade school authorities.

5. A Finance Committee, organized only when local conditions necessitated a community effort to raise funds.

Fortunately the leadership of the Governor's Commission to Study Employment was entrusted to a man trained in industry who realized that the success of the Commission would be in proportion to the advice and cooperation that could be secured from local manufacturers and business-men. The Commission has been, therefore, from its inception, an agency seeking to cooperate with local groups by coordinating their efforts and acting as a clearing house, rather than as a controlling agency. Chairman Gray has constantly emphasized that Job Training in Connecticut is not a "State project" but rather a group of local projects. The program as conceived and carried out stands out in high relief as the progressive democratic method in contrast to the dictator methods practiced by many government agencies in recent years. Its outstanding success should be convincing proof to weak-kneed "defeatists" that democracy will work for the best interests of all the people whenever "We the People" have the will and intelligence to work it rather than turn the job over to hirelings who frequently seek first their own advantage.

Job Training

In a recently prepared brochure entitled "Job Training for National Defense", Mr. Gray outlines the weakness of past efforts at job or vocational training and sets forth a suggested remedy. Said Chairman Gray:

"Jobs of educators and jobs of industrialists are quite similar in several important respects. The educators and industrialists are required to take certain raw material with which to work, according to prescribed formula. They both produce a product which has to have a market or there will be no sale. However, the industrialist as a rule analyzes the market for his product before he goes into production. By the same reasoning those in the educational field should analyse their markets (job analysis, job turnover) in order so to shape their curricula that students upon graduation can be sold. If a community is made up of industrial concerns, industrial jobs will predominate; if it is a farming community, farm jobs predominate; if it is a combination of manufacturing commercial, merchandising and farms, banks and insurance companies, all the fields must be carefully studied to meet the community requirements.

"Both manufacturers and educators use raw material supplied by others

THE Course in Filing.

STUDENT and Instructor.

over whom they have no control. But there is one important difference, namely, that the manufacturer can reject the raw material supplied if it fails to meet rigid specifications. Having accepted the raw material, the educator, like the manufacturer, processes it: the educator according to a prescribed curriculum, the manufacturer according to prescribed operation sheets or engineering specifications. In this phase of the process the experience and problems of the manufacturer are in some measure simpler and more definite than those of the educator. The manufacturer is using raw material of his own selection, with machines and appliances of known and standardized effect; the educator is dealing with the infinite variety of human material using books and theories, always with a wide margin for speculation as to their probable effectiveness.

"A possible weakness in the tools used by the schools is the lack of sharpening them to meet current conditions in a changing world. (The dies used in the Model T Ford are perhaps now on the junk pile or in the Smithsonian Institute.) Having passed through the early stages in education and manufacturing the same finished product is now ready for the final touches or, to use a manufacturing term, the assembly line. In the education field then comes the final line of progression, the final examinations and graduation; in the manufacturing field the final inspection and testing. The product is then ready for market

YOUTH and Middle Age Operating Lathe.

RECTANGLES checked mark points where trade training courses have been inaugurated.

or for a life work of usefulness and service. The next problem is to get the product into the hands of the ultimate users and here is where the paths of the educator and industrialist diverge.

"The educator then declares to the world, 'Here they are' and on a given day in June turns out hundreds or thousands of a finished human product, stating that all has been done that can be done for them. The educators then say to the world, 'They are now yours to do with as you will, to take and use and develop and make into leaders of men if you can. If they don't fit, if they are not prepared for the American way of life, that is their misfortune, but we must carry on with a new class, so the community, the parents, the employers, the taxpayers must worry about this class from now on.' If the educator's product is not acceptable, still he carries on, producing more misfits. In manufacturing, if one does not sell the product successfully the manufacturer is wrong and is eventually forced out of business unless he revamps the product to meet the demand."

Although educational to a degree, it is presumptuous to refer to the Connecticut Plan of Job Training as an educational program. Actually it is a training program because it does not begin to satisfy the requirements of a balanced educational, or even vocational curriculum. It is designed to produce neither apprentices nor skilled mechanics, but simply to meet an emergency demand for competent beginners in industry.

At the start of this training program the central idea was simply to open the door to possible employment to "forgotten youth" and the "skill-rusty" older worker. Without job training or experience this younger group had been pushed farther into the background each year as successive waves of younger candidates were graduated. Much the same situation existed with the unemployed and "skill-rusty" older workers until the heavy demand arose in the defense industries for semi-skilled and skilled workers. The job training program gave to these once-skilled men that practice they needed to make their services once more in demand.

Outline of Training

The Connecticut Plan of Job Training is based upon intensified training on specific machines for which operators are desired in a given community, or for which a demand is expected in the near future. In one community heavy machine tool workers may receive training. In others, girls may be trained to operate sewing machines and young men to do welding or riveting in the aircraft industry. In all instances the local committee in cooperation with the State and Local Boards of Education determine the courses necessary to cope with the present and near future employment needs of a given community. Trained supervisors are usually furnished by the State Board of Education while the remaining instructors are supplied by local manufacturers. The chief objectives of the training are to familiarize trainees with measuring tools, simple blue print reading and to furnish some experience on machines, thus developing an appreciation of the necessity for accuracy.

The responsibility for the selection of trainees is placed in the hands of the State Employment Service where all applicants are interviewed and tests given in addition to reviewing the trainees previous school and employment records. When the trainee enters the school he is given a sheet of instructions which, among other things advises him that completion of the course does not guarantee a job. However, the record of job placements has stood at 100% for those who have successfully completed the courses in the cities and towns shown in the following chart. Class work is designed to give the maximum number of operations with a minimum consumption of thought. In order to permit each student to secure experience on all operations, the whole job is set up in operation form, with the trainee working one night on each operation. Operation sheets, with the appropriate gauges are used, so that the trainee becomes familiar with such forms through actual experience (approximately 16 hours of the 200 hour course is spent with each trainee by an instructor.) A portion of each night is spent in this specific type of training. If the trainee shows lack of aptitude on one or more important phases of the course, he is immediately dropped and another called to take his place.

Cost of Course

The average cost of job training until July 1, 1940 (the Connecticut Plan) has been $17.00 per student, which may be reduced even further with a substantial increase in the number of students. However, this cost

does not include donations by business and private industries who have, in most instances, contributed machines, tools, instructors, etc. Although including the salaries of school supervisors assigned from the State Department of Education, this average cost does not include any rental of the school buildings, cost of power, heat and light and the salaries of janitor and crib-man. In all cases either existing machines available for training purposes have been used, or additional machines have been loaned to the job-training schools by private industries.

How Course is Set Up

As an illustration of how a job training course is launched, let us look at the experience in developing the first one which was launched in Hartford, in November, 1939.

The first step was to call upon the manufacturers who were members of the local committee requesting them to donate instructors—all men of practical experience employed regularly in Hartford factories. The second step was to meet with Dr. Alonzo Grace, State Commission of Education and Mr. A. S. Boynton, the State Vocational Director in charge of Trade Schools, to secure the use of the Hartford Trade School equipment and certain of its supervisory staff. The third step involved the calling together of all instructors loaned by industry to work out a curriculum, or course of study, that would give prospective students the basic training required for the job openings which were known to exist. Once a curriculum was decided upon, the manufacturers offered a building and some machinery. However, because it seemed more practical, the State Trade School in Hartford was selected as the logical place to give the instructions. Funds were made available for this first school by Governor Baldwin from the State contingent fund. In order that there might be no interference with the regular trade school day and evening courses, the hours of the job-training school were set from 11:00 P. M. at night to 7:00 A. M. in the morning.

The Hartford course was set up on the basis of 200 hours of intensive training, eights hours a night, 40 hours a week. Because this basic course proved so successful, all other job-training schools since established to give general machine shop training are patterned after the Hartford curriculum which follows:

Schedule per week

Related instruction, 4 hours
Shop instruction, 36 hours

Related Class Subjects

1. Reading Scale
2. Reading Calipers (inside, outside)
3. Reading Micrometers
4. Understanding symbols and signs on blueprints
5. Sketching, Dimensioning, Detailing
6. Shop Theory

Approximate Time Allotted to Each Machine

	Hours
Power Saw	8
Lathe	72
Bench Lathe	4
Surface Grinder	24
Drill Press	8
Bench	16
Cyl. Grinder	8
Shaper	24
Miller	24
Internal Grinder	8
Tool Grinder	4

Although the Hartford course graduated 53 students at one time, December 22, 1939, the experience gained from this first course led to the adoption of the "stagger" system, admitting to the school a small number of new students each week, and likewise graduating a number each week-end. The "stagger" system ironed out instruction problems in handling such a large number of absolute green men and at the same time facilitated the placement of graduates.

Special Courses

As originally organized the Connecticut Plan of Job-Training was not designed to train individuals for employment in specific plants or factories, but rather to give them a general training in the use of machines known to be in use in the community in which the job-training school might be located. However, the needs of National Defense materially altered the situation to provide for the much needed specific types of training. For example, if an aircraft factory is to expand or a new one is to be built, with a known demand for beginners in machine shop practice, the required number of these beginners can not only be trained generally but specifically for the machines they will be expected to operate. Such a course is now set up and in operation at the Billings and Spencer Company plant in Hartford, all machines being furnished by the United Aircraft Company.

The elasticity of the job-training program not only assists the unemployed youths and "skill-rusty" older workers to speed the day when they can secure a job, but also aids Connecticut's present industries in its forced expansion program for National Defense. At the same time, the availability of beginners covering a wide range of job classifications lends encouragement to the establishment of new industries within the state, thus materially aiding the Connecticut Development Commission, Connecticut Chamber of Commerce, Manufacturers Association of Connecticut, and local Chambers in their endeavor to promote Connecticut business by securing new enterprises that will expand the number of job possibilities.

The most phenomenal feature of the entire program is the extremely low out-of-pocket cost to the State which the Connecticut Plan of Job Training has entailed. That cost is $701.00 of State funds since the Governor's Commission to Study Employment started its work in the summer of 1939.

This low cost was accomplished because the members of the Commission have donated their time and have paid their own expenses. Mr. Gray, Chairman, has devoted practically full-time to the work of the Commission and to coordinating the efforts of the local committee. There has been no office expense or elaborate office set-up since Mr. Gray has had a desk in the Lieutenant Governor's office in the State Capitol with a part-time stenographer-secretary assisting him with correspondence. In addition he has had at his disposal all the aid that the Governor's office could give him together with the facilities of the various state services and departments and the wholehearted cooperative assistance of local committees throughout the state.

In these trying and critical days when democracy is being displaced by dictatorship in the largest part of the world and when the ability of our own democratic form of government to "carry on" is being doubted by many "defeatists", it is highly encouraging to witness here in Connecticut the effectiveness of the democratic process as carried out in the Connecticut Plan of Job Training. It has demonstrated once more that democracy can in accomplishment surpass dictatorial government while at the same time leaving men that priceless heritage of freedom.

Industry Assumes the Initiative To Improve Consumer Relations

DESPITE the fact that the national defense program has dominated the thinking of industry during recent months and will necessarily continue to occupy the spotlight in the immediate future, the importance of maintaining satisfactory customer relations is not being altogether overlooked by alert business executives.

Recognition of this problem is particularly pertinent in view of the birth of a new vehicle for the expression of the consumer viewpoint, which now reposes in the National Defense Advisory Commission. Organized consumer groups have thus been afforded a rare opportunity to enunciate their aims and aspirations more forcibly than ever before.

At least one of these tenets—the demand for verification of merchandise quality—suggests special attention on the part of business at this time. It brings to the fore a development that has been gaining momentum rapidly and that bids fair to evolve into one of the most convincing demonstrations of industry's ability to recognize a need and assume the initiative to meet that need without government prodding.

Quality standards won their spurs in the industrial field long ago, but up to this point there has been comparatively little progress along these lines in the field of consumer goods. The shadow of coming events, however, was dramatically brought to the fore a few months ago in a report of a special sub-committee on standardization of the National Association of Manufacturers. This body, under the chairmanship of W. Keith McAfee, president, Universal Sanitary Manufacturing Company, New Castle, Pennsylvania, emphasized the scope of the problem and recommended "that the National Association of Manufacturers, in cooperation with the American Standards Association, stimulate standardization work in order to forestall further governmental intervention in this field."

The committee divided the standardization issue into two separate categories, namely, "the general standardization of products whereby it is sought to define and reduce to writing, standards for the products of industry, to avoid wasteful and costly multiplicity of items that serve no important purpose; and secondly, standardization as it relates to the consumer for the safeguard of the buying public, minimum specifications agreed on by industry as respects quality of goods to be sold, accompanied by adequate labeling wherever practicable."

On the heels of this pronouncement public mention was made for the first time of an unusual project whereby manufacturers, consumers, publishers and technicians will weld their interests for the mutual benefit of all concerned. This program, officially inaugurated under the auspices of The Institute of Standards, Inc., was sponsored in its preliminary stages by McCall's Magazine, but is now an independent, non-profit, cooperative venture open to all publishers whose editorial policies are in accord with the Institute's objectives.

The Institute's prime objective is the development of a technique for the promulgation of standards for consumer goods and impartial verification of quality based on the accepted standards. The Institute itself is, in reality, a coordinating unit whose strategic position will make it possible for manufacturers and consumers to work out mutual problems in an atmosphere of confidence and cooperation. Briefly, here's how the plan works:

A manufacturer, or any other member, may ask the adoption of a standard on an electric refrigerator. The Institute staff assembles all standards available or under discussion by recognized standardizing bodies, such as the American Standards Association. The Institute staff undertakes discussions with member manufacturers. When their approval is given a standard, it is submitted to a Consumer Board of Review for acceptance or rejection. This board, composed of representatives of consumer organizations, is provided with facilities for the study and consideration of the standard. Upon acceptance, the standard becomes public property, available to all.

The manufacturer then sends his electric refrigerator to any of the member laboratories equipped for this kind of testing. The laboratory report is confidential and is the private property of the manufacturer who pays the laboratory for the test. If the refrigerator meets the accepted standard the manufacturer is automatically entitled, on application to the Institute, to use the official verification symbol, subject only to the conditions of the licensing agreement. The manufacturer may use the Institute symbol in all of his advertising if statements about the technical character of his product are consistent with the standard, and if he agrees to submit to periodic tests.

The Institute is not concerned with ratings or rejections. It does not compare products. The official symbol is designed to confirm the fact that a product has met an accepted standard. Thus, it no more represents a "seal of approval" than a certified public accountant's audit spells approval of a company's policies or financial condition.

From the merchandising standpoint the Institute will, in effect, help manufacturers of meritorious products tell a convincing sales story to consumers. The latter, since they will participate in formulating standards in cooperation with the manufacturer, will give more weight to his claims because the basic quality of the product will have already been certified. Thus, the Institute will contribute to the stabilization of consumer confidence in advertising. The manufacturer whose product quality exceeds the accepted standard will be particularly benefited, since the minimum standard automatically furnishes him with a powerful merchandising tool that enables him to build his story of superiority upon a recognized base.

(Continued on page 27)

NEWS FORUM

Governor Baldwin at the controls of the big steam shovel which is about to scoop the first bucketful of earth to make way for another new 400,000 square foot addition to the United Aircraft plants in East Hartford. The addition started in September is the fourth one made to the aircraft engine plant in the last eighteen months. H. M. Horner, General Manager of Pratt and Whitney Division of United Aircraft, standing by the shovel appears to be enjoying the governor's new role.

Acquisition

CONNECTICUT WELCOMED FOUR NEW INDUSTRIES LAST MONTH as follows: 1. The United Cinephone Corporation, formerly of New York and now located in Torrington; 2. Sprague and Hart Boat Company, operating in South Britain; 3. The Autometric Precision Gauge Laboratories, Incorporated, starting operations in Stamford; and 4. The John S. Brooks Company which will operate in East Haddam.

The largest new industry, the United Cinephone Corporation, has pioneered in the field of electrophoto controls.

The Sprague and Hart Boat Company in South Britain utilizes plywood, for which there are more than 200 different uses.

Precision gauges with an accuracy measurement up to one ten-millionth of an inch are made by the Autometric Precision Gauge Laboratories.

The John S. Brooks Company has acquired the East Haddam plant formerly occupied by the East Haddam Coal & Lumber Company where it is engaged in the manufacture of fish nets.

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PHELPS INGERSOLL, General Manager of Wilcox, Crittenden and Company, has recently announced the purchase of the A. B. Sands and Son Company, well known manufacturers of the "Sands" line of marine plumbing goods. The "Sands" trade mark will be retained on articles.

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THE AUTO-ORDNANCE CORPORATION OF NEW YORK has announced the purchase of the

Willard Tool Company, Bridgeport, which will permit the filling of an $8,500,000 U. S. Army contract for Thompson sub-machine guns.

Previously, the New York company had parcelled out the manufacturing to jobbers including Colt's Patent Fire Arms Manufacturing Company in Hartford and the Savage Arms Company in Utica, New York. In the new set-up all the Thompson sub-machine guns will be manufactured in Bridgeport by the company, when the old Raybestos plant containing some 80,000 square feet of floor space has been altered and new machinery installed. 30 skilled employees will form the trained nucleus of the concern, but 1000 semi-skilled and unskilled persons will be hired in Bridgeport and vicinity. George S. Johnson, president of the Willard Tool Company, has become general manager of the new organization. All former officers of Willard Tool Company, have been given official posts in the new company, it is understood.

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THE SOUNDSCRIBER CORPORATION, a new industrial enterprise with a promising future, started its experimental work on new sound recording equipment the first week in September in 10,000 square feet of space on the first floor of the Andrew B. Hendryx Company building at 84 Audubon Street, New Haven. The location of the new company in New Haven represents the successful culmination of efforts on the part of the industrial development committee of the New Haven Chamber of Commerce, which negotiated with the firm for nine months. With only a small organization staff maintained at present, Lincoln Thompson, president of the firm, stated that it would be several months before operating facilities necessitate the employment of additional workers.

Mr. Thompson, a native of Cheshire, is an engineer and inventor who for a number of years has been working on the development of sound recording equipment in his capacity as head of Sound Specialties Company in Stamford.

Other officers include: H. Gfroerer, executive vice president, who is a graduate of Massachusetts Institute of Technology and who has been associated with General Motors Co. and the Chrysler Corporation in executive positions; Frank E. House of Cleveland, vice president in charge of sales, who has been in the advertising business as a partner of Powers-House Co. and who is widely known in this field.

Calendar

THE AMERICAN MANAGEMENT ASSOCIATION'S 1940 conference on office management will be held at the Hotel Roosevelt, New York on October 24-25-26, 1940. This conference is dedicated to the formula that maximum efficiency in management will permit American business to solve the critical problems ahead.

Papers on the following subjects are under definite consideration or in actual preparation: Status of Office Management Today; Problems Faced by the Office Manager in a National Defense Program; Job Evaluation in the Office; Incentive Payments for Office Workers; Measuring Office Output; Ability and Aptitude Tests; Better Office Supervision; How to Improve Letter Writing; "How We Do It", a symposium of brief papers showing how a wide variety of practical office operating problems are being solved and "Adjusting Office Operations to the Hours Provision of the F.L.S.A.,"—an off-the-record dinner-smoker session.

Special, informal, off-the-record discussion sessions are being arranged for Saturday morning, October 26, to permit frank interchange of ideas on topics not susceptible of practical treatment in formal papers. Under consideration are: Office Unionization; Poor Management Techniques Unearthed by Studies of Clerical Operations and Standardization in the Office.

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CARL A. GRAY, vice president of the Whitney Chain and Manufacturing Company, and John G. Lee, assistant director of research at the United Aircraft Corporation, participated in the round table on "Home Defense", which was held by the Connecticut League of Women Voters at Avon Old Farms on September 13.

As chairman of the Governor's Employment Commission which has recently been instrumental in setting up courses in the state for training skilled workers, Mr. Gray discussed some of the employment as well as the manufacturing problems involved in mobilizing our defense forces and Mr. Lee, who has been an active airplane de-

BREATHING an atmosphere of luxurious comfort, the new directors' room at Stanley Works should prove a drawing card for attendance at future meetings.

EXTERIOR view of new office building recently completed at Stanley Works, New Britain.

LOWER view shows interior of office where workers have ample light and space together with every modern office convenience.
(See descriptive item page 17.)

signer for several years, presented some of the defense problems confronting the airplane industry.

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THE CONNECTICUT CHAMBER OF COMMERCE sponsored a first-aid meeting at the University of Connecticut on September 12. Plans were adopted for a year-round educational campaign in Connecticut on the fundamentals of first-aid treatment, highlighted by annual conventions where proper methods of administering aid to automobile accident victims will be illustrated.

The speakers, who stressed the need of state-wide cooperation on such a project, included: Dr. R. M. Yergason, Maj. Vernon S. Morehouse, chairman of the Connecticut Highway Safety Commission; William M. Green, director of safety education, State Motor Vehicles Department; Inspector Ralph J. Buckley of the State Police and Dr. Edward H. Crosby, chairman, first aid committee, Hartford Chapter, American Red Cross.

Winthrop H. Whitney, president of the Connecticut Chamber of Commerce and President E. Kent Hubbard of the Association were among the twenty-one named to organize the state program and serve as a general convention committee. The following 2-point program is to be considered by the committee:

1. A course in first aid to be established at the University of Connecticut for anyone wishing to enroll, particularly members of police and fire departments and representatives of the state's industrial and business concerns.
2. Establishment of first aid course in junior and senior high schools of the state as part of the regular curriculum.

Dr. Yergason pointed out that this program would fit in ideally with Governor Baldwin's preparedness campaign and stated "Connecticut can be, and should be, the first to demonstrate a co-ordinated first aid and safety organization tied in with military plans."

Referring to the present bombings of England and Germany, Dr. Crosby urged first aid instructions for "everyone in Connecticut", as the nucleus of a "good defense program."

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THE NEW ENGLAND COUNCIL'S 60th quarterly meeting was held at the Rangeley Lake Hotel, Rangeley, Maine, on September 13 and 14, at which time New England's "effective participation in national defense" was discussed by leading business men of the six New England states in a conference with representatives of education, government and organized labor.

The Council offered its assistance to state defense councils to iron out any "bottlenecks" that may arise in the stepped-up preparedness work. Asserting that the twin problems of financing industry and developing an adequate supply of workers will be intensified as New England's industrial production facilities are absorbed, the Council's industrial committee recommended an early meeting of the heads of the state defense councils with the committee chairmen of the New England Council.

Among the subjects discussed by the Industrial Committee in conjunction with the meeting of the Council were: Cooperation of New England Industry in Defense Program, Efficient Use of New England Manufacturing Facilities for Defense, Effects of Selective Draft on Manufacturing Personnel, Wage-Hour Limits, and Foreman Training.

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FOR ITS MEMBERSHIP during the 1940-41 season, the New Haven Asso-

ciation of Credit Men has planned topics to include the following: October 16th—"Ideal Relationship Between the Credit and Sales Departments", to be given by William M. Wetzel of the Seaboard Commercial Corporation; November 20th—Speaker Murray Shields of the Irving Trust Company will talk on "The Business Situation"; December 18th—"Credit Letter Writing" will be discussed by Wilbur K. McKee, New York University, School of Commerce, Accounts and Finance. The first meeting scheduled for 1941 will take place on January 15th when Mr. Hugh Roberts of New York will speak on "Fraud Prevention." February 19th the topic will be "Collections the Credit Man's Way"; the speaker, E. N. Dietler; March 19th—"Exchange of Courtesies Between Credit Departments"; the speaker will be Paul M. Millans; April 16th—a Round Table discussion involving problems of members will be held and on May 21st the program will be completed with an annual meeting and election of officers and directors.

Celebration

THE 200TH ANNIVERSARY OF THE FOUNDING OF TORRINGTON will be marked by Torrington Bicentennial Week beginning Sunday, October 6, 1940. Governor Baldwin and Senator Maloney will be among those present at the parade which is set for Saturday, October 12, when practically all the Torrington manufacturing concerns will be represented by floats. Some 25,000 persons are expected to witness the parade.

Comment

THE BRIDGEPORT POST, in a recent editorial, set forth in lucid style the manufacturers' plight in constructing new buildings and buying equipment for the express purpose of manufacturing defense items. Said the Post editorial writer: "It isn't that manufacturers want to be guaranteed an extra large profit. They want to be assured against being taxed as if an empty factory in itself were a profit. Lots of persons seemingly miss this point.

"If a manufacturer puts a million dollars into additional plant and equipment for the sole purpose of making time fuses for the United States army, and does this on the assumption of the army that it will want the full use of this plant for many years, and then for some reason the project is cancelled at the end of a year, the manufacturer will actually have suffered a severe loss.

"The idle building will be just so much junk on his hands unless he can invent a new use for it. Yet to the government this is not so, for the idle building merely represents 'invested capital' and not a loss. The manufacturers are asking the government itself to assume this risk to the extent of permitting buildings to be 'written off the books' in five years' time. Otherwise a manufacturer who made enough on war orders in that period of time to pay the extra building would be charged by the government with having made a war profit and taxed accordingly although in point of fact the building might be useless and the profit nil."

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TWO NEW YORK STAFF CORRESPONDENTS, Frank L. Kluckhohn of the NEW YORK TIMES and C. B. Allen of the NEW YORK HERALD TRIBUNE recently pointed out that the United States army has fewer than three hundred first-line

combat planes, only fifty-nine of which are heavy bombers. The latter alleged that the army, navy and marine corps together had no more than a thousand combat airplanes less than two years old.

Further alarming facts brought out by Mr. Kluckhohn indicate that the army has only one modern ninety millimeter anti-aircraft gun and only 431 of the three-inch type, which the British are replacing as rapidly as possible because of their relative ineffectiveness.

Recent army manoeuvers indicated the appalling dearth of army tanks, according to Mr. Kluckhohn, who says that only eighteen of the medium-sized type, comparable to the German tank which over-ran France, have been made a part of the United States army equipment. Further, he pointed out that the army only has 521 of the lighter tanks and only one heavy tank on order of the more modern variety.

Defense

THE UNITED AIRCRAFT CORPORATION was given a "go ahead" signal on huge Navy Department contracts when President Roosevelt signed the $5,000,000,000 supplemental defense appropriations bill. Awaiting Presidential approval of this bill were contracts for 17,000 Pratt and Whitney engines, 27,000 Hamilton Standard propellers, and 1008 Vought-Sikorsky planes. Funds covering these contracts were carried in the appropriation measure.

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THE MACHINE-TOOL BUILDERS of the country have no orders at all on their books that are not directly essential to the defense program except those from Great Britain according to a statement made September 11, by a member of the industry. While the emergency exists, he said, these are the only orders that will be accepted.

The government's current plan is to set up a system of "voluntary preferences", a modification of the priorities plan. Under this system, the defense commission would indicate to builders which orders are needed first for the purposes of defense, thus making it possible, for example, to determine whether an order from an airplane company or a tank producer is needed first.

The system of "farming out" machine-tool work to private plants has been expanded sharply since early in the year. There are a great number of manufacturers of such machinery as printing presses, textile equipment, transportation equipment, etc., who are fully equipped to turn out precision products and to meet and check specifications as to metal-alloy content.

Development

AN ABUNDANCE OF PRIVATE INVESTMENT CAPITAL is seeking employment in sound industries today, according to Emmett F. Connely, president of the Investment Bankers Association of America. He denied the statement by Senator Joseph C. O'Mahoney, chairman of the Temporary National Economic Committee that, "the principal obstacle to the prosperous development of small business is the difficulty by small business men in securing venture capital." Mr. Connely asserted that reports received by the Investment Bankers Association of America from its members in all parts of the nation reveal an exactly contrary condition.

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WARD CHENEY, head of Cheney Brothers, South Manchester, contends that artistic, creative fashion designs must develop in the United States or the whole volume market will suffer from stagnation. The Western Hemisphere is likely to be the source of whatever profits are to be had from fashions in the near future as residents of European countries will not soon recover from the effects of the war.

Mr. Cheney proposes that small mill units make restricted types of fine materials—superb fabrics that will make possible the production in New York of styles comparable to those which Paris has produced in the past.

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CONNECTICUT has been overwhelmingly designated by the business men of the nation as the eastern state offering "the best all-around opportunities for new industries", it was stated by Governor Baldwin at a recent meeting of the New Haven Advertising Club. He described the strides made through the medium of the State Development Commission in attracting new businesses and industries to Connecticut.

Died

STANLEY P. ROCKWELL, 54, Hartford inventor who received the Sauveur Achievement Award in 1939 for metallurgical accomplishment, was killed early in August when an explosion blasted his fifty-foot yacht, Chin-Chin, moored off the Middletown Yacht Club in the center of the Connecticut River. Cause of the explosion which ripped off one side of the yacht was unknown. The explosion occurred a short time after Mr. Rockwell had been seen riding in his tender toward the yacht in the Connecticut River.

Although the Middletown Fire Department was called, the firemen were helpless since the boat was too far out. Later Fred Hill of the Public Works Department and Supernumerary Raymond Whitehead obtained the City Water Department's portable pumper and quenched the fire, finding Mr. Rockwell's charred body lying on the floor of what was once the stateroom.

Born in New Britain, Mr. Rockwell graduated from Sheffield Scientific School of Yale University in 1907 and later became metallurgist for the General Electric Company at Lynn, Mass., Weeks and Hoffmann of Syracuse and the New Departure Manufacturing Company before joining the Whitney Manufacturing Company, also of Hartford. During the World War he was commissioned a captain in the ordnance department and stationed in Connecticut on ordnance inspection. After the war he returned to the Whitney Company for a brief period before starting in business for himself in 1921 under the name of the Stanley P. Rockwell Company. Mr. Rockwell's inventions which have become important in metallurgy throughout the country are the Rockwell hardness tester, and the Rockwell dilatometer.

Besides his wife, he leaves his son, Dudley Rockwell, who is connected with the Stanley P. Rockwell Company, and a daughter.

Education

PLANS for setting up an industrial job training school in Middletown were discussed at a meeting of the North Middlesex division of the Governor's Employment Commission on August 30. A recent survey conducted by the Middletown Chamber revealed a great demand for metal workers and this aspect will be considered in the future plans for a training school.

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AT A ROUND TABLE DISCUSSION before members of the Connecticut League of Women Voters at Avon Old Farms, September 13, Carl A. Gray of Farmington, chairman of the Governor's Employment Commission, expressed his pleasure with the progress made in finding skilled labor in the state for defense industry. Since November of last year when the job training courses were started 5,000 men have been trained and are going into industry.

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INDUSTRIAL ART COURSES at the Bulkeley High School have been swamped as the national defense program gets under way. Enrollment in first year manual training is so large that aptitude tests are given to ninth grade applicants for woodworking to determine who should be first served. Classes in metal working set up last summer are being carried on in related shops because facilities have not been provided for the metal work.

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THE BOARD OF GOVERNORS of Hillyer Junior College revealed a plan whereby tuition fees for the term which opened in September would be placed on a pro rata basis. The action was prompted by anticipated conscription, and it is believed that the college is the first in the East to adopt such a plan.

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THE STATE BOARD OF EDUCATION has voiced its disapproval of military training in high schools. The statement was prompted by inquiries from several local boards of education as to the advisability of such training in high schools. The Board favors instead an adequate vocational training and improved health program along with citizenship training.

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CONNECTICUT'S SUPPLEMENTARY MACHINE OPERATORS TRAINING SCHOOL at the Billings and Spencer plant has added its second shift classes and expects soon to be operating on a three-shift schedule. Instructors for the course were drawn from the United Aircraft Corporation which will doubtless absorb the entire "output" of the school.

ANNOUNCEMENT

The 1940 Annual Meeting of The Manufacturers Association of Conn., Inc.

Will be held at the Bond Hotel, Hartford October 31

Sessions 3:00 P. M. and 6:30 P. M.

PROGRAM THEME

AMERICAN DEMOCRACY

Leading speakers will tell of the nature of the "Enemy Without" and the "Enemy Within" and what defense is being set up against them in Connecticut and the Nation.

Bulletins and press releases to members are telling the complete details currently.

Exhibition

BRISTOL COMPANY instruments were featured at the 1940 Iron and Steel Exposition held in Chicago, September 24 to 27. Of special interest among the items displayed was a recently developed Rate-of-Flow Recorder, featured along with strip-chart and round-chart potentiometers for air and electric control.

At the 1940 Metals Show to open in Cleveland on October 21, the Bristol Company will also exhibit, in operation, control instruments for high and low temperatures in the heat treating of metals and other materials.

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AN "AVIATION MARKET CONTACT DAY", designed to further expansion in the aircraft industry was held in the Connecticut Building at the Eastern States Exposition, West Springfield, Mass., September 16, with Governor Baldwin on hand to welcome between 50 and 100 Connecticut manufacturers' representatives. The event gave the various representatives an opportunity to discuss their problems and view the exhibits. State Aviation Commissioner Charles L. Morris had extended invitations to 83

airplane manufacturers, 22 aircraft engine manufacturers, about 35 airlines, 15 to 20 aviation associations, Army and Navy aviation procurement officials and to William S. Knudsen, chairman of the National Defense Advisory Commission.

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JOSEPH B. SESSIONS, president of the Sessions Foundry Company, Bristol, entered his 1906 Locomobile racer, the car that won the Vanderbilt Cup in 1908 in a "Veteran Automobile Day" held at the New York World's Fair, September 29. Mr. Sessions asserts that he will not attempt to drive the car over the Merritt Parkway to New York, but has arranged for having it towed. He states that he has personally driven the car more than ninety miles per hour.

With James Melton, the singer, who is an ardent old car collector, as chairman of "Veteran Automobile Day", it is expected that scores of old automobiles will participate in the event. The drivers will wear costumes contemporary with their machines.

Expansion

EARLY IN AUGUST the Bridgeport Brass Company completed negotiations for the purchase of 15,000 square feet of land and buildings assessed for $23,425. Buildings involved in the transaction were vacated on August 31, at which time demolition started. The company now owns the complete block, bounded by Walter Street, Pembroke Street, Crescent Avenue and East Main Street.

THE BULLARD COMPANY has secured approval for a new addition to cost $50,000. This is the second large addition to Bullard's factory, raising the total of construction work for July and August to more than $338,-640. The newest addition, to be used for storage of bar stock, is to be 182 feet long, 102 feet wide and 30 feet high. The Turner Construction Company received the contract.

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CONTRACTS for a three million dollar addition to the Vought-Sikorsky aircraft factory in Stratford have been awarded, it was revealed last month at the offices of the United Aircraft Company in East Hartford. The present floor space of the plant will be doubled by the new addition. It is expected that jobs for more than 1,000 more workers will be available when the addition has been completed.

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A NUMBER OF NEW BUILDINGS for the Remington Arms Company are now in process of construction. Orders from both the United States and the British governments have increased demands for ammunition. The new buildings will be used exclusively for all primer manufacturing operations thus eliminating practically all hazards at the main plant where this work was previously carried out.

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GOODMAN BROTHERS, producers of Old Mill Brand Food Products, recently expanded its activities from its Hartford location to its newly acquired plant and warehouse at 24 Miller Street, Meriden, Connecticut. Its new home contains some 13,000 square feet as against much less than 5,000 square feet in its Hartford headquarters. The company produces wine jellies in a wide variety, condiments, marmalades, preserves, spreads and a number of different types of non-lines of jellies all packaged in fancy shape glass containers.

The business which started in Hartford only a few years ago by Goodman Brothers as a side-line to the operation of a delicatessen store on Albany Avenue, now numbers its customers in some 43 states.

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THE ELECTRIC BOAT COMPANY at Groton has already started construction on additions amounting to approximately $1,600,000 to embrace four new slips and additional piers, as well as building with machinery. Placement of large submarine orders by the government made expansion necessary.

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STANLEY WORKS OF NEW BRITAIN has just recently occupied its new three story office annex, measuring 158 by 50 feet, thus providing additional elbow room for many employees in the old office. Designed by Maxwell Moore and Charles Salsbury, architects of West Hartford, the new building is thoroughly modern in every respect with many new innovations such as glass brick, aluminum venetian blinds and the Stanley Magic Doors of Herculite glass. The photographs on page 13 illustrate the basic mod-

ernity of the new Stanley office quarters.

Grievances

AS A RESULT OF OPPOSITION offered by Brookside residents to the application of the Ericcson Screw Machine company to locate in Norwalk, it appears that the firm's $75,000 plant will be lost to Norwalk unless some plan can be worked out to the satisfaction of all parties concerned. The property selected is zoned partly for business and partly as a residential section, and any change in zoning has been opposed by property owners.

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SUIT HAS BEEN FILED in the Windham County Superior Court by the Wauregan Quinebaug Mills, Inc. against both the town of Brooklyn and the Brooklyn Fire District, appealing from the action of the board of assessors. The new assessment for Wauregan Quinebaug Mills property is claimed to be excessive and far above the market value.

Honored

MAXWELL V. MILLER, vice president in charge of sales for the Royal Typewriter Company was honored on his tenth anniversary at a dinner attended by 1,000 salesmen at the Waldorf-Astoria Hotel, New York. Mr. Miller was presented with a gold typewriter.

President E. C. Faustmann credited Mr. Miller with much of the sales initiative of the company and revealed that domestic sales for the first seven months of 1940 have broken all records for any corresponding period in the 34-year history of the firm.

The gold typewriter, which is an exact replica of the standard Royal typewriter manufactured in Hartford will be brought here following a showing at the World's Fair in New York.

Pay Check

OFFICIALS OF THE RUSSELL MANUFACTURING COMPANY in Middletown have now disclosed the results of a recent survey undertaken by the company to determine where the factory worker spent his money. According to President George M. Williams and Secretary Armor P. Smith, who secured the figures after a canvass of local stores, banks, public utility companies and other places, the money was apportioned as follows:

Exactly 14.2 per cent went into local banking accounts, largely representing savings; 69.8 per cent went into the coffers of local merchants; 4.6 per cent was used for purchasing gas and electricity and appliances; .014 per cent was spent on amusements, while 11.386 per cent remained unaccounted for locally.

President Williams pointed out that the idea has been tried in the Middle West more than once, but never before in the East.

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THAT THE E. INGRAHAM COMPANY in Bristol has for many years averaged the highest wages in the clock industry is brought out in a booklet just released by the management.

Titled "To Our Employees", the booklet contains many pertinent facts designed to familiarize employees with the history, policies and rules of the company.

Pulse

DEFENSE WORK allotted to the Bullard Company in Bridgeport now exceeds $7,500,000 and is the largest business in sight in the company's history, it was learned in August. An official of the Bullard Company said that the greater part of the company's orders were indirect defense orders as they are from firms who have received government orders for materials, and who now want machine tools to fill the contracts.

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THE AMERICAN CHAIN AND CABLE COMPANY of Bridgeport, and subsidiary companies, issued a consolidated statement of income and surplus on August 17 showing capital surplus of $3,267,947.79 for the six months ending June 30, 1940, and no change from January 1, 1940.

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FOR THE YEAR ENDED JUNE 30, net earnings of North and Judd Manufacturing Company of New Britain were set at $297,537 or $3.08 a share, compared with $193,133 or $2 a share in the twelve months a year ago.

At the annual meeting held on September 19, ten directors were elected.

THE POSSIBILITY OF FURTHER PRICE ADVANCES in paper and paperboard have been forecast by A. E. Murphy, executive secretary of the Folding Paper Box Association of America. Efforts of folding box users to cover needs at present costs were responsible for the short contra-seasonal bulge in business booked by members of the Association during July.

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LANDERS, FRARY AND CLARK of New Britain will discontinue the manufacture of market scales in its building on the north side of East Main street, but will continue to make bathroom and other household scales in parts of its main plant. The change may affect the number of persons employed.

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ANTICIPATING BIG ORDERS FROM THE UNITED STATES NAVY, the Terry Steam Turbine Company is filling commercial orders as quickly as possible, for it is expected that in the near future most of its capacity will be devoted to Navy work. Pressure will be exerted on steam turbine manufacturers should the United States Navy attempt within the next five years to build a second fleet, as expected. It is estimated that to do this nearly one-half of the country's steam turbine capacity will be required.

Personnel

EAGLE LOCK COMPANY stockholders at a recent annual meeting voted 42,399 to 25,960 in favor of carrying on the business, thus defeating the faction seeking a partial liquidation of the company's surplus. The stockholders fighting to carry on were headed by Roy C. Wilcox, Newton C. Brainard and E. Field White.

The new board of directors consists of the following: Charles W. Deeds of West Hartford, president of the Chandler Evans Corporation; Eliot Farley, president of the Eagle Lock Company; Dudley S. Ingraham of Bristol, vice-president of E. Ingraham Company. Royal Little of Providence, Rhode Island, president of Atlantic Rayon Corporation; R. B. Plumb of Terryville, local vice-president of the Eagle Lock Company; Charles E. Rolfe of New Haven, assistant to president of Southern New England Telephone Company; Lester E. Shippee of Hartford, executive vice-president of

the Hartford-Connecticut Trust Company; Sinclair Weeks of Boston, president of the United-Carr Fastener Corporation; Roy C. Wilcox of Meriden, vice-president of International Silver Company.

Mr. Farley told the stockholders that many improvements will be made in the factory, including the installation of new machinery. Terryville's largest industry, the Eagle Lock Company employs about 800 persons.

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WALTER A. UPHAM of Fairfield was recently promoted to the post of general distribution superintendent of the Bridgeport and New Haven divisions of the United Illuminating Company.

Mr. Upham, a native of Gardner, Massachusetts, is a graduate of Norwich University. He was a service engineer of the Wagner Electric Company and later operator of his own automotive repair and supply business in Fitchburg, Massachusetts, before entering the electric utility field in 1923 at Dover, N. J., as construction superintendent of the New Jersey Power and Light Company. He later served as division superintendent of the Metropolitan Edison Company. In 1927, he came to Bridgeport as electrical engineer of the United Illuminating Company.

Succeeding Mr. Upham as distribution superintendent of the Bridgeport Division is Edward H. Walton, his assistant.

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FRANKLIN R. HOADLEY, president of the Atwood Machine Company, has been named as chairman of the Stonington council of defense. Among the appointments to this council, as made by Mr. Hoadley, was that of A. M. Cottrell of C. B. Cottrell & Sons Co., Pawcatuck to represent industry.

Review

FORECASTING SALES, a new 55-page report issued by the Policyholders Service Bureau of the Metropolitan Life Insurance Company, describes the methods and experiences in forecasting future business of forty-eight concerns covering a variety of industries.

Forecasting methods, the report states, are most effectively presented by concrete examples. Half the report, therefore, is given over to case studies which illustrate how 19 individual companies are handling forecasting.

Copies of this report are available to executives on request.

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THE FARREL - BIRMINGHAM COMPANY, INC. of Ansonia, in its recently published study, "The Great Reliance for National Defense" asserts that "National defense rests strongly upon ability of the machinery-producing industries to equip our labor supply to out-produce any possible combination of nations to which we might be opposed."

Among the chief points brought out by the report were: (1) that the United States has available some fifty-five million persons to take part in the defense program as compared with a labor supply of fifty-six million persons in Germany and Italy and 110 million persons if the conquered countries, such as Austria, Czechoslovakia, Poland, France and Belgium, are included; (2) the only factor which compensates for our relative inferiority in man-hours is the tremendous productivity per man-hour of our highly mechanized industries; (3) figures available show the installed horsepower in industrial equipment in the United States to be twice the per capita figures of Germany and Italy or compared with the horsepower per worker available in this country during the last World War, we today command something over five horsepower per worker; (4) that the present machinery-producing industries, as distinguished from the machinery-using industries who will be called upon to manufacture military and naval equipment, have a trained personnel of some 400,000 workers more than available in 1914.

Stork

THE MILLER COMPANY of Meriden has placed a new oil burner on the market, which its manufacturers expect will revolutionize the heating of small homes of five or six rooms. This Miller burner, which has been tested during the past winter in a number of small houses throughout New England, has several interesting features. First, it was designed exclusively for small home heating and to keep its cost within the budget of builder and owner. Second, it is the vaporizing type of oil burner, the oldest type of oil burner designed for home heating with the important difference that while all vaporizing type burners up to now have had to use the high price No. 1 oil, the new Miller burner uses the lower-price No. 2 or No. 3 oil. A third interesting feature is the automatic action of the constant level valve and, fourth, the maximum high-fire rating of the new burner is only nine-tenths of a gallon of oil per hour.

The manufacturers explain that the economies made possible by this new burner are due to (1) centralized engineering and manufacturing in the hands of one company—the new burner is not, as is the usual type of oil burner, an assembly operation; (2) the fact that no combustion chamber is needed, since the new burner is provided with its own combustion chamber; (3) the fact that the wiring of the new burner at time of installation is much simpler and easier and (4) that its oil consumption, at high efficiency, is less than one gallon of oil per hour.

The Legiscope

By PAUL ADAMS

MANUFACTURERS WHO REFUSE TO COOPERATE with the War Department or the Navy Department in accepting orders for defense materials or products, or giving priority to Government orders, may be subjected to a fine not exceeding $50,000 and imprisonment for not more than three years, and also may have their plant taken over by the Army or the Navy. This is brought about by Section 9 of the "Selective Training and Service Act of 1940". Representative Smith of Connecticut introduced the wording which was adopted. The original proposal was extremely severe in that it provided for out-and-out condemnation of manufacturing plants upon the slightest provocation. The club that is being held over our heads seems to be unnecessarily big and heavy, because no one has yet pointed out any one manufacturer who refuses to cooperate in the National Defense Program.

REDUNDANCY IS THE WORD for the "draft industry" provision of the Act, because the clause is the old Mobilization of Industries provision in the National Defense Act of June 3rd, 1916 all over again. Now we have two sections almost exactly alike. The newer one put the Navy in the picture, whereas only the Army was there before. But it is the opinion of many that nothing can be done under the new law that couldn't be done under the old law anyway. Ah, politics, we love you!

THE EXCESS-PROFITS TAX BILL has been made the "unfinished business" of the Senate, and it is the plan of the majority leader to enact the legislation before adjournment. Senator Vandenberg, a member of the Senate Finance Committee, recently echoed in the Senate Congressman Miller's attitude on passing excess-profits taxation at this time. Vandenberg said:

> "My general view is that in respect to its so-called excess-profits tax provisions the bill is an imponderable mess which will do more harm than good. It will create more problems than it will solve. It will slow down instead of speed up the productivity of America, and it will fail of any reasonable achievement, either in respect to the limitation of so-called war profits or in respect to the production of any revenue remotely approaching the staggering necessities of the debt-ridden Government. I know of no sure achievement the bill can anticipate except an increase in the sale of aspirin. . . Such legislation, Mr. President, is indefensible when it is needless. This excess-profits-tax law is needless at the moment, not because the Government does not require vast funds but because not one penny can be collected under it until March 15 next.

(Continued on page 24)

OH, YEAH?

TRANSPORTATION

By NORRIS W. FORD, *Traffic Manager.*

Motor Carrier Class Rate Investigation—MC C-200. The Interstate Commerce Commission has released an order instituting an investigation concerning the interstate class rates subject to the ratings stated in motor freight classifications proper, but none other, applicable to interstate commerce by common carriers by motor vehicle or by such carriers under joint class rates in connection with common carriers by water, subject to the Interstate Commerce Act, between points in the United States generally except in Mountain Pacific Territory and on trans-continental traffic.

In a notice accompanying the order, it was pointed out that it was the present intention to defer hearings in this proceeding until after Docket No. 28300 "had been on the way." Under the circumstances, affected carriers and shippers were encouraged to continue their efforts to revise class rate structures to such extent as they may deem necessary.

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Rail-Air Freight Lines Proposed. A plan for the creation of an air freight company to be jointly owned by the nation's airlines and railroads has been proposed to the Association of American Railroads. Sponsors of the plan estimate that one and a half to two years would be required to complete basic studies of operations, costs, rates, etc., which would be the initial function of the new company. By that time cargo planes, designs for which are already available, would be perfected.

The idea back of the suggestion was that the railroads should not permit air transportation of freight to be developed independent of them as was motor carrier freight traffic. Fearing the results of isolated individual efforts by carriers, the sponsors of the plan have urged a comprehensive participation by all railroads with all airlines, and the use of Railway Express Agency facilities for ground gathering and distribution.

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ICC's Order in Docket No. 28300 Modified. The Commission has modified its order in Docket No. 28300 (Class Rate Investigation, 1939) by widening the scope of the investigation to include all rates determined by ratings in the classification proper irrespective of whether such ratings were stated as the regular numbered or lettered classes or as percentages of first class. It was specifically pointed out that the investigation would include no ratings other than those named in the classification proper. The order was further modified by including the rates subject to ratings named in the Illinois Classification.

At the same time the Commission denied petitions filed by various commercial organizations requesting that the proceedings be withdrawn, canceled or indefinitely postponed. Similar treatment was accorded a petition filed by the Colorado Public Utilities Commission which sought the broadening of the issues in this docket to include all rates which represent percentages of the regular numbered or lettered classes.

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Docket No. 28310, Consolidated Freight Classification, Modified. The Interstate Commerce Commis-

sion's order, instituting an investigation into and concerning the descriptions of articles, carload minimum weights and ratings, provided in official, southern and western classifications as published in the Consolidated Freight Classification, has been modified to include the descriptions, minima and ratings provided in Illinois Classification and likewise published in the Consolidated Freight Classification.

A petition filed by the Colorado Public Utilities Commission, which sought the broadening of the issues in this docket and in MC-C150, Motor Freight Classification, to include all rules and regulations covering freight classifications and also exceptions to the rail and water and motor vehicle common carrier freight classifications which modify in any way the provisions or ratings in the classification proper, was denied.

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Forwarder Tariffs Postponed to October 31. The Commission has further postponed the effective date of its orders in Ex Parte MC-31. Tariffs of Forwarding Companies, and No. MC-2200, Acme Fast Freight, Inc., et al., Common Carrier Application, from September 1, 1940 to October 31, 1940. The tariffs of freight forwarding companies have been held unlawful by the Commission and it has ordered such tariffs stricken from its files.

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Reports Released in Ex Parte No. MC-15. The Interstate Commerce Commission, under its order of November 8, 1937, instituted Ex Parte MC-15 to enable it to report to Congress as to the need for federal regulation of the sizes and weight of motor vehicles and combinations.

As a result of the information and statistical data gathered, the Commission has released the following voluminous reports: No. 1—State Limitations of Sizes and Weights of Motor Vehicles; No. 2—Road Facilities and Vehicles Used in Highway Transport; No. 3—Sizes and Weights of Motor Vehicles in Relation to Highway Safety; No. 4 and No. 5 are yet to be released. No. 4 will deal with the engineering aspects of road and bridge facilities in relation to loads placed upon them, while No. 5 will be a study of the economic phases of the investigation. Upon the release of reports No. 4 and No. 5, interested parties may file statements thereon until November 10, after which the Commission will decide whether or not a hearing is necessary.

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Letters Carried by Individuals in Transportation Business Must Bear Postage. A notice has been issued by the Chief Post Office Inspector of the Post Office Department to owners, officials, and employees of trucking concerns, bus lines, and individuals in the transportation business, operating over any post routes by regular trips or at stated periods, that it is a violation of the law to carry letters for others without the payment of postage unless they relate exclusively to some article of shipment being conveyed at the same time. This applies even though such letters are conveyed gratuitously or without compensation.

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Wheeler-Lea Transportation Bill Becomes Law. Passage of S. 2009, the Wheeler-Lea Transportation Bill, ends a battle lasting almost two years and brings for the first time under the jurisdiction of the Interstate Commerce Commission the regulation of rail, highway and water transportation. The bill places the regulation of common and contract water carriers in interstate and foreign commerce on the Great Lakes, in intercoastal, coastwise and inland transportation under the jurisdiction of the ICC. Bulk water carriers, with certain restrictions, are exempt.

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Report Issued in Ex Parte No. MC-20. An order, which is to become effective on November 1, 1940, has been issued by the Commission in Ex Parte No. MC-20, Trunk Line Territory Motor Carrier Rates. It prescribed minimum reasonable rates for common carriers by motor vehicle between certain points in New York, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia and North Carolina.

The shippers in Trunk Line Territory had formed a committee to handle this case and introduced extensive testimony. They advocated a classification based on density and rates that reflected the cost of operation. However, the use of the National Motor Freight Classification and rail rates, as advocated by the motor carriers, was authorized by the Commission.

Commissioner Eastman dissented in part and stated that, in his opinion, no emergency existed at the time and that the Commission should have withheld its decision until it had the benefit of the more comprehensive record that was being made in Ex Parte MC-22.

Connecticut Telephone & Electric

(Continued from page 4)

a fact which is used to advantage on night duty, since the nurse can make her "rounds" of inspection by merely pressing a few buttons and without leaving her duty station.

Another system, designed for mental institutions and prison infirmaries, works in reverse. It protects the nurse, not the patient. The ingenuity of this system can be appreciated from the fact that, although the alarm button is in plain sight within the patient's room or "cell", and may be tampered with at will, the alarm may only be sounded by the attendant.

The company has a nation-wide staff of sales engineers located in twenty-five leading cities. These men work in close touch with architects and engineers on the designing of large building projects in which the company's products may be used. Because of the specialized nature of many of the systems, the engineering staff at the factory in Meriden is frequently called upon to design and lay out the individual projects in accordance with the objectives laid down by the architect. No charge is made for this service and it often saves the building owner much in installation costs or revision of the system.

The company's business during 1940 has so far exceeded the total of the preceding two years combined. The backlog of unfilled orders is higher than at any time during the past ten years. At present it employs about 500, and the plant's 110,000 square feet of available manufacturing area has an estimated capacity of 1,200 employees.

Officers are Harold W. Harwell, president; A. B. Chace, vice-president; and Charles A. Cunneen, secretary-treasurer. The board of directors is composed of two officers—Messrs. Harwell and Cunneen—Curtis Franklin and Edward V. Otis, both of New York, Charles H. Cuno, Charles M. Gearing and Wilber W. Gibson, all of Meriden.

By MAHLON ASHFORD, *Foreign Trade Manager*

Latin American Trade. A great deal has been written on this subject of late. A timely and informative article has appeared in the September issue of The Annals of the American Academy of Political & Social Sciences by W. T. Moran, Assistant Vice President, The National City Bank of New York, part of which is quoted. Lack of space precludes the insertion of the article in full, but some of the highlights of this excellent paper follow.

The outbreak of hostilities in September, 1939, has introduced a new phase in Latin American trade relations, marked by new problems and complexities. Influenced by what happened in the World War, first impressions in this country were inclined to be overly optimistic as to the amount of Latin American business that would be diverted from Europe to the United States. As a matter of fact, orders did indeed arrive from old and new customers in the Latin American republics, for two reasons: First, because of a heavy demand for such articles as iron, steel, rolling stock, machinery, chemicals, and the like, formerly received from Europe but now cut off, in part at least, by the war; and, second, because of a somewhat panicky inventory stocking of standard consumption goods of which we have long been the important supplier.

However, Latin American importers soon saw that the precedents of the last war were not a reliable guide in this one. For one thing, it was realized that productive power in all countries is much higher today than in the last war. Thus, after the first feverish buying, the rush to build up inventories ceased, and demand for consumers' goods returned to normal. Moreover, it became increasingly evident that although Germany was cut off, England, with the first shock of the war over, would strive not only to serve its former customers but even to increase its trade. To finance extraordinary war purchases, it became the avowed intention of Great Britain and France to push exports, while restricting imports to essentials. As one method of conserving foreign exchange, England adopted the policy in the Latin American countries, where the trade position permitted, of insisting that the pounds sterling arising out of Latin American exports be blocked and earmarked for use in England only. This was particularly true in Argentina and Uruguay, where war purchases of meat and meat products gave those countries abnormally large sterling balances. As the war progressed payment was made in blocked sterling for Chilean wool and Brazilian meat, while negotiations for similar arrangements were understood to have been entered into with Venezuela and other countries.

In the case of Argentina, however, difficulties arose when, in spite of efforts at "business as usual", England was unable to maintain the usual flow of manufactures. With the United States the chief supplier, Argentina found herself long on blocked pounds sterling and short of sufficient United States dollars to keep up her American imports. It was this situation that prompted her in June, 1940, to borrow $20,000,000 from the Export-Import Bank of Washington. Latin American exchange restrictions have taken various forms, including quantitative control of imports accompanied by licensing of exchange sales, as in Argentina, and unrestricted imports along with requirement of exchange permits, as in Brazil. Argentina early adopted the policy of allotting exchange to exporting countries in proportion to the amount created by their purchases of Argentina products. The device of two exchange markets, one "official" and one "free", permitted the authorities to designate the market in which exchange must be bought for a given import item. "Free" exchange costs the importer more than does the "official". In allotting exchange for the payment of our exports, the amounts payable to service the Governments' dollar debts are first deducted by both Argentina and Uruguay from the total available. Colombia, Costa Rica, and Bolivia have divided imports into categories of importance, and specify the order of preference in allotting the available exchange. All restricting countries pursue the policy of giving preference to essentials, but in most cases the term "essentials" is elastic.

At this writing, Peru in South America, Salvador and Panama in Central America, Mexico, and the West Indian republics are the only Latin American countries that have been free from prohibitive restrictions on both imports and exchange. Venezuela up until March had avoided trade and exchange control, but an order issued at that time calls for exchange preference in favor of imports of merchandise. Other forms of remittance require special permits. Colombia and Costa Rica and Ecuador tightened their regulations after the present European war began.

The European conflict affected the trade of the Latin American republics in varying degree. In the sugar-producing countries of the West Indies great hopes of prosperity from war buying failed to materialize, and after a sudden and brief rise, prices dropped to levels existing before the war started. Venezuela and Colombia—particularly Venezuela—had several years of prosperity resulting from the large investments of foreign-owned oil companies. The war, it was thought, would bring an increased demand for petroleum. Instead, storage tanks became filled to overflowing, and the oil companies greatly reduced their sale of foreign exchange. The reason was that

European countries were rationing gasoline, and, contrary to expectations, continued, until the entry of Italy into the war, to secure their oil through the Mediterranean from the Near East fields and from Rumania. Moreover, Germany, on a barter basis, had been taking some $10,000,000 worth of Venezuelan products—chiefly coffee and cocoa—each year. With the German market closed, those products required new markets which could be found only slowly. While oil is a factor, Colombia's chief economy is based on coffee. The closing of the German market brought a price decline of three cents a pound in coffee. The soft-coffee-growing countries—the Central American countries and Colombia—had to offer to the United States what had formerly gone to Germany, and prices weakened. By May, 1940, the price was down a further two cents a pound as a result of the closing of the Scandinavian and other European markets. Every time coffee goes down a cent a pound, Colombia loses some five million dollars of foreign exchange calculated on an annual basis. Payments covering our exports to Colombia became past due from one to four months depending on the category in which they fell. To take care of some of the more essential imports, Colombia borrowed $8,000,000 from the Export-Import Bank in June and restricted non-essential imports to a minimum.

In the World War of 1914-18 the metal-producing countries of Mexico, Peru, and Chile benefited greatly from shipments of copper and other nonferrous metals to the Allies. Since then, Empire production in Canada and South Africa has been enormously increased. When war started, in September, 1939, England immediately adopted a policy of Empire preference in ordering raw materials. Therefore, not only did Mexico fail to gain in metal exports, but because of the confiscation of foreign-owned oil properties the exports of oil decreased and new capital ceased to enter the country. However, Mexico continues to receive exchange from the sale of silver in this country, and has a rising income from foreign tourists, now estimated at some $3,000,000 per month. For Chile, the blockade of Germany meant the loss of a market for almost $15,000,000 per annum of agricultural and miscellaneous products; and the development of new markets has proved difficult. Meanwhile, as with all the other South and Central American countries, products which formerly were bought from Germany on a barter basis had to be paid for in free international exchange—mainly dollars. Thus imports, unless very necessary, had to be restricted. Brazil, a currently and potentially large market for American goods, felt an increased demand for several products—chiefly manganese—when the war started. After some months of relative prosperity, the loss of Scandinavian and other European markets proved serious to the foreign exchange supply. An adverse trade balance developed. The sale of the $62,000,000 exportable cotton surplus became slow and uncertain. Coffee shipments fell in price and volume. Whereas for years Brazil had had a favorable trade balance of some three or four million dollars per month in its trade with the United States, an adverse situation now arose. To some extent this deficit balance was supposedly offset by the alleged entry of fugitive capital from Europe, but the extremely easy exchange position no longer prevailed.

Just as the figures covering our total exports have been misleading of late in that the principal increases are in a limited number of articles, such as steel products, nonferrous metals, chemicals, aircraft, and machine tools, so the figures of increased exports to Latin America give a false picture. On the whole, the increase for the six months beginning September, 1939, was $128,000,000 over the corresponding period a year before, or 54 per cent. This represents an annual rate of exports of about $730,000,000, as compared with the actual exports in the full year 1939 of $569,000,000. But by far the largest portion of this increase was in products which formerly came from Europe and which are likely to come again from there if conditions and new trading policies permit. These increases more than offset decreases in our usual trade.

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Foreign Trade Committee Meeting Dates. The Association's Foreign Trade Committee will hold its meetings for the balance of the year on the following dates and localities:

October 11, University Club, Bridgeport.

November 8, University Club, Hartford.

December 6, Home Club, Meriden.

The 6:30 dinner hour as usual will precede each meeting. Association members as well as all those having an interest in foreign trade are most cordially invited to attend. A few days advance notice to the Association of intention to be present would be appreciated.

The Legiscope

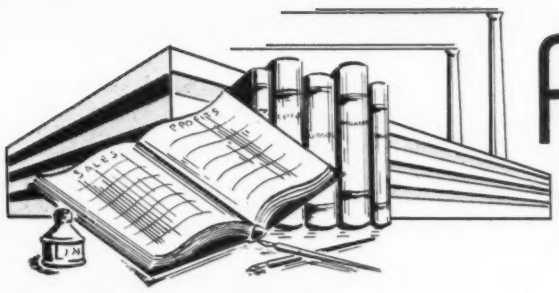
(Continued from page 20)

Thus we could have 6 months in which to rewrite the whole tax structure in the light of full exploration, in deliberative consideration of all the interests of our whole people, and with some reasonable degree of approach to the revenue which soon must be produced if the Federal Government is to escape bankruptcy or worse. This is merely a patchwork stopgap. It is whistling through the woods or through that wilderness to which I have previously referred."

THE 40-HOUR WEEK becames effective with respect to all full workweeks beginning after midnight, October 23, 1940, in accordance with the provisions of the Federal Wage and Hour Act. There is no change in the wage minimum. It remains at 30¢ per hour, with variations for certain industries for which separate wage determinations have been made, until October 24, 1945, when the minimum wage becomes 40¢ per hour for all industries.

AN EMPLOYER WHO DISCHARGED AN EMPLOYEE for inefficiency and violation of company rules was not required to reinstate the employee, according to the decision of the Circuit Court of Appeals in *Martel Mills Company v. N. L. R. B.* The National Labor Relations Board had ordered reinstatement on the grounds that the discharge was discriminatory, the employee being a member of the Union. The Circuit Court of Appeals ruled that the burden was upon the Board to establish the falsity of the employer's explanation of why the discharge was made. The Court said, "The employer must be permitted to discharge the inefficient, the irresponsible, the disobedient, the immoral. . . The mere existence of union affiliations, though these affiliations be material in nature, does not leave the employee free from the consequences of his indiscretions and failings."

(Continued on page 25)



Accounting Hints for MANAGEMENT

Wage Differential to Absent Employees. Industry cheerfully accepted the burden and inconvenience placed upon it by the absence of employees for civilian training at military camps for a limited period during the summer. It has cheerfully paid the regular wages to such men and absorbed it in operating expenses. The number of men and the amount involved in this program in ordinary times is moderate in amount and involves no accounting, financial or budgetary problems. For the most part such expenses have been charged or absorbed in current departmental accounts. These brief periods of absence have not seriously impaired production or efficiency, nor did they involve replacements of personnel.

But the prospect for the future is much more involved. The passage of national legislation whereby young men in their prime will be withdrawn from positions in industry to take voluntary or compulsory places in the armed defensive forces of the country will create new problems and questions for management. Foremost of these is the matter of the replacement of personnel. The supply of available and competent help appears to be rapidly shrinking. Even exceptional wage inducements cannot counteract this condition. This situation will necessitate selecting and training unskilled help. Although this will involve additional labor costs which must be absorbed in overhead, it is secondary to the necessity of obtaining the required man power.

Already there have been a scattered few declarations on the subject, by industrial concerns about making up to employees called to military duty a part of the difference between their present compensation and that received in the service. At the present time this may not be a heavy problem but it may well become so in the future. However, it is of interest to consider the accounting or budgetary treatment of such added expenses. One plan is to treat it as overhead expense of the particular departments affected. This would hardly seem to be equitable as the management of the department has no control over this factor. Furthermore, it is the result of a management decision of policy, which would warrant keeping it out of factory costs and regarding it as administrative expense. This would also serve to accumulate the aggregate sum involved into one amount, where it would stand out.

Related questions which will arise are the applicability of old age and unemployment benefit taxes, group insurance deductions and benefits, and seniority rights. These topics, however, will have to be met as they arise. Similarly the reemployment of employees after an absence of a year, will require tactful and humane treatment, probably at added expense.

As an offsetting consideration, in all probability the additional costs and expenses of this nature will be deductible items for income tax purposes. Consequently, it is possible, that computed at the top tax brackets applicable for the year, a large proportion of these expenditures will be counteracted by the lessening of the income tax burden. Concretely stated, it is probable that companies liable to excess profits taxation may in effect be reimbursed out of what would otherwise be tax payments, for 50% or more of the wage differential paid to absent employees. Viewed from this angle, employers might readily grant these wages to called employees, incidentally promoting employee goodwill, and observing the direct application of tax benefits where otherwise government dole or personal hardship and inconvenience might prevail.

October Meeting. "Tool and Engineering Costs" will be the subject of discussion at the monthly meeting of Hartford Chapter N. A. C. A., Tuesday, October 15, 1940. This timely topic will be covered by H. A. Papenfoth, Chief Accountant of The Trumbull Electric Manufacturing Company.

The Legiscope

(Continued from page 24)

LEGISLATION BY ADMINISTRATIVE DECISION. The report is that the War and Navy Departments have agreed to use their new authority to issue negotiated contracts as a means of effectuating a "blacklist" against contractors adjudged by New Deal agencies to have violated Federal labor laws. Three times the Senate passed bills authorizing blacklisting of Government suppliers violating federal labor laws. Three times the House blocked the legislation. C. I. O. Chairman John L. Lewis has led the crusade. He sought to have written into Government contracts issued on bid, language requiring the contractors to comply with labor legislation. Acting Comptroller General Elliott stopped this by ruling that in competitive bidding, contracts must go to the lowest responsible bidder and that nothing could be put into the contract coercing the manufacturer into labor law compliance. The Act of June 28, 1940 authorized War and Navy Departments to issue "negotiated contracts" upon conditions stipulated by the Government. Negotiated contracts are not awarded by competitive bidding, and as part of the negotiations the Government may insert language requiring plants to pledge labor law compliance. Thus, the Administration circumvents both Congress and the Comptroller General.

SIDNEY HILLMAN, used the influence of his position on the National Defense Commission to engineer the new blacklisting formula. He has received an informal opinion from the Attorney General that a Government contractor found guilty of violating the Wagner Act by the N. L. R. B. may be blacklisted, regardless of the fact that the contractor may have appealed the case to the courts. The Board then can, in any arbitrary fashion it chooses, wreck the entire defense program.

(Continued on page 27)

BUSINESS PATTERN

The index of general business activity in Connecticut in August continued the upward trend in evidence since April, advancing 4 points over July to stand at 13% above the estimated normal. The volume of industrial activity in the United States likewise advanced, the Federal Reserve Board index at the end of August being approximately 4 points higher than the corresponding period last month.

Reports for the early part of September indicate a continuation of the upward movement, due in part to the effects of the national defense program.

Manufacturing activity in Connecticut for August showed substantial improvement over the high rate of operations in July. The index of man-hours worked in Connecticut factories advanced 3 points over last month to stand at the highest point in recent years. An increase of more than 9% was reported in Bridgeport, and lesser gains were made in Bristol and New Britain.

Employment in manufacturing concerns about the State continued to improve, gains of from 1% to 4% over the preceding month being recorded in New Britain, Bristol, Hartford, Bridgeport and Waterbury.

Freight carloadings originating in 13 Connecticut cities during August advanced sharply, miscellaneous shipments and loadings of building materials showing marked improvement over last month.

Metal tonnage carried by the New Haven Road likewise showed substantial improvement, advancing above the estimated normal for the first time since January this year.

Construction work in progress in Connecticut in August continued to decline moderately, although many large factory additions are scheduled for the near future.

The general contract has been awarded by the Pratt & Whitney Division of the United Aircraft Corporation for the erection of an addition to a new factory building in East Hartford to cost $2,500,000. The Hamilton Standard Propeller Division of the same corporation has awarded the general contract for a factory addition to its plant in East Hartford at a cost of $400,000.

The American Cyanamid and Chemical Company has started a factory at Wallingford to cost $500,000 for the manufacture of plastics, and the Jacobs Manufacturing Company has awarded the contract for a $300,000 factory and office building in West Hartford.

Steel ingot production in the United States continued to advance sharply, the average rate of operations for August being slightly more than 90% of capacity.

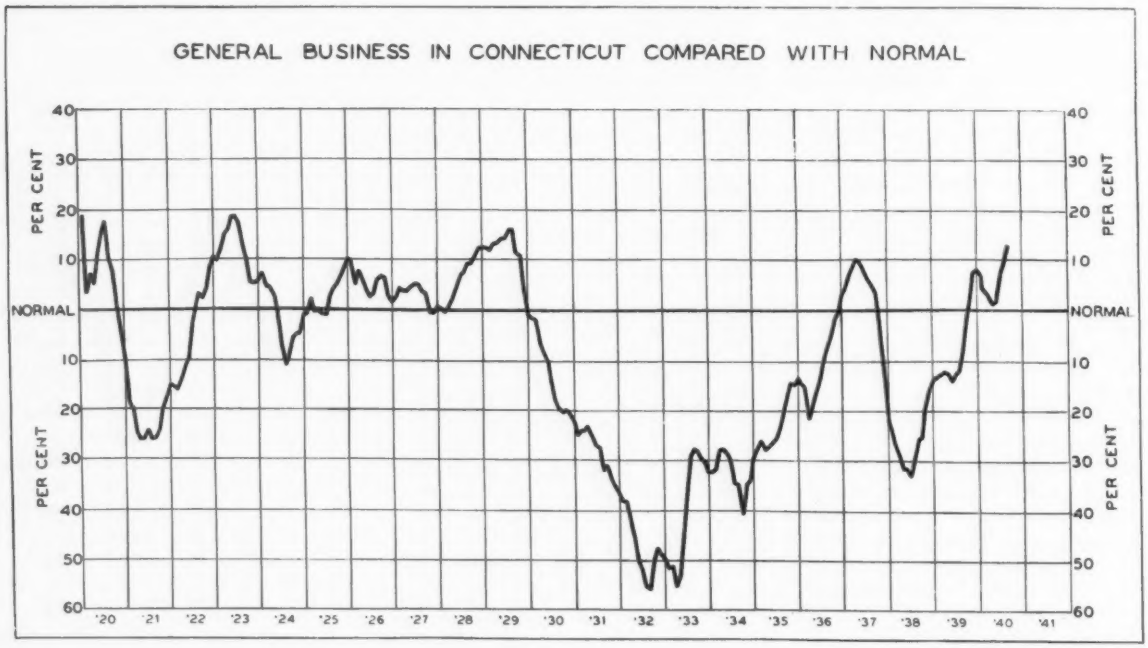
Pig iron production also increased, standing, after seasonal adjustment, above the high level reached in July.

The weekly production of automobiles in August, after the decline resulting from the early change-over to production of the 1941 models, has advanced rapidly.

Production for the second week in September was approximately 63,000 units, compared with 41,000 units a year ago, an increase of 54%.

The index of wholesale prices, after showing very little change during the previous month, advanced sharply during the last two weeks of August. Commodities showing significant increases were steel scrap, hides, wool, silk and print cloth.

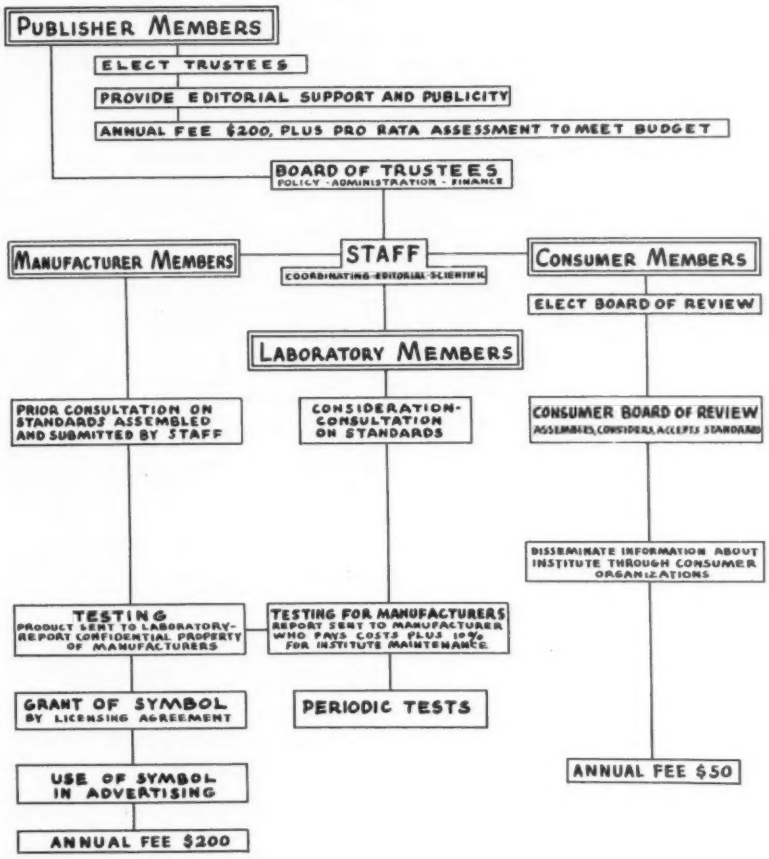
Seasonally adjusted department store sales in the United States during the month of August were substantially higher than last month, the index advancing 9 points from the July level for one of the largest month-to-month increases on record.



Industry Assumes the Initiative

(Continued from page 10)

All manufacturers who are in sympathy with the Institute's objectives are eligible for membership, even though product standards may not be available at the time of entry. For the present proprietary medicines, cosmetics, tobacco and alcohol products



are exempt from test, the first two because of considerations of misuse and allergy, the second two because of their nature. Manufacturer-members pay $200 a year, plus a ten per cent fee added to laboratory costs.

Publishers pay $200 a year plus a pro-rata assessment to make up the Institute's total budget.

Any consumer organization, unless it was founded to further an economic interest other than consumption or unless its consumer program embraces objectives which are in conflict with those of the charter organizations, is eligible for membership at a fee of $50 a year. Appointed representatives of the General Federation of Women's Clubs, American Home Economic Association and American Association of University Women have recommended support of the Institute program to their respective organizations.

Commercial laboratories pay no membership fee but remit to the Institute the 10 per cent surcharge levied on manufacturers' tests.

The Institute will be manned by a paid staff of experts. Headquarters have been established at 230 Park Avenue, New York. Officers will be chosen by the Board of Trustees, elected by vote of the publisher members.

The initial prospectus was directed to the attention of 300 of the nation's leading manufacturers. Of this number more than 100 have already registered their reactions, 60 per cent indicating they are in sympathy with the plan's objectives. The remainder have either reserved decision or expressed themselves as unwilling to participate at the present time.

Numerous inqùiries are being received daily from leading advertisers and their agencies. Consultations are proceeding at an increased tempo and the membership roster is showing a steady climb.

The Legiscope

(Continued from page 24)

COSTS OF TRAINING APPRENTICES are deductible from gross income for Federal income tax purposes. Ordinary and necessary expenses incident to the training of apprentices, including wages of apprentices and instructors, cost of related instruction and the cost of materials used exclusively in the program, may be deducted in determining taxable income. *(I. T. 3403).*

CONGRESS DID REPEAL that violent and mysterious provision which slipped by under the noses of conferees of the Senate and the House not long ago. It was the one which gave the President unlimited authority to take over any plant which the Secretary of the Navy said refused to cooperate.

THE EIGHT-HOUR LAW which applies to contractors engaged in work on certain government contracts, was suspended by the Act of June 28th, 1940, with respect to work covered by Army, Navy and Coast Guard contracts. Such unlimited suspension meant that it would not be necessary to pay overtime over eight hours per day, the only overtime requirement being that under the Federal Wage and Hour Act. Now comes Congress to pass a law taking care of this "oversight" on the matter of overtime. The Act of September 9th, 1940 contains a short rider which provides as follows:

> "Notwithstanding any other provision of law, the wages of every laborer and mechanic employed by any contractor or subcontractor engaged in the performance of any contract of the character specified in the Act of June 19, 1912 (37 Stat. 138; U.S.C., title 40, secs. 324, 325*), shall be computed on a basic day rate of eight hours per day and work in excess of eight hours per day shall be permitted upon compensation for all hours worked in excess of eight hours per day at not less than one and one-half times the basic rate of pay."

* Eight-Hour Law, page 8-1-2, War Resources Manual.

Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms
The Baker Goodyear Co — New Haven

Accounting Machines
Underwood Elliott Fisher Co — Hartford

Acetylene
Connecticut Gas Products Co Inc — Meriden

Adding Machines
Underwood Elliott Fisher Co — Hartford

Advertising Printing
The Case Lockwood & Brainard Co — Hartford

Advertising Specialties
The H C Cook Co 32 Beaver St — Ansonia
Scovill Manufacturing Co (Made to Order) — Waterbury
The Waterbury Button Co — Waterbury

Aero Webbing Products
Russell Mfg Co — Middletown

Air Compressors
The Spencer Turbine Co — Hartford

Aircraft—Repair & Overhaul
United Airports Div United Aircraft Corp Rentschler Field — East Hartford

Airplanes
Vought-Sikorsky Aircraft, Div United Aircraft Corp — Stratford

Aluminum Castings
Newton-New Haven Co 688 Third Avenue — West Haven

Aluminum Forgings
Scovill Manufacturing Co (small) — Waterbury

Aluminum Goods
Scovill Manufacturing Co (To Order) — Waterbury
The Waterbury Button Co — Waterbury

Aluminum—Sheets & Coils
United Smelting & Aluminum Co Inc — New Haven

Ammunition
Remington Arms Co Inc — Bridgeport

Artificial Leather
Zapon Div, Atlas Powder Co — Stamford

Asbestos
Rockbestos Products Corp (insulated wire, cable and cords) — New Haven
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick) — Bridgeport

Assemblies, Small
The Wallace Barnes Co Div, Associated Spring Corp — Bristol

Automobile Accessories
The Rostand Mfg Co (windshields, seats, and body hardware) — Milford

Automotive Friction Fabrics
The Russell Mfg Co — Middletown

Automotive & Service Stat'on Equipment
Scovill Manufacturing Co (Canned Oil Dispensers) — Waterbury

Bakelite Moldings
The Waterbury Button Co — Waterbury

Balls
The Abbott Ball Co (steel bearing and burnishing) — Hartford
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum) — Hartford

Barrels
The Abbott Ball Co (burnishing and tumbling) — Hartford
The Hartford Steel Ball Co (tumbling) — Hartford

Bathroom Accessories
The Charles Parker Co — Meriden

Bearings
New Departure Div of General Motors (ball) — Bristol
The Fafnir Bearing Co (ball) — New Britain
Norma-Hoffmann Bearings Corp (ball and roller) — Stamford

Bells
Bevin Brothers Mfg Co — East Hampton
The Gong Bell Mfg Co — East Hampton
Sargent and Co — New Haven
The N N Hill Brass Co — East Hampton

Belting
Hartford Belting Co — Hartford
The Russell Mfg Co — Middletown
The Thames Belting Co — Norwich

Benches
The Charles Parker Co (piano) — Meriden

Bicycle Coaster Brakes
New Departure Div General Motors Corp — Bristol

Bicycle Sundries
New Departure Div General Motors Corp — Bristol

Binders Board
Colonial Board Company — Manchester

Biological Products
Ernst Bischoff Company Inc — Ivoryton

Blocks
Howard Company (cupola fire clay) — New Haven

Blower Fans
The Spencer Turbine Co — Hartford
Colonial Blower Company — Hartford

Blower Systems
Colonial Blower Company — Hartford

Boilers
The Bigelow Co — New Haven
Petroleum Heat & Power Co (domestic only) — Stamford

Bolts and Nuts
Clark Brothers Bolt Co — Milldale
The O K Tool Co Inc (T-Slot) — 33 Hull St Shelton
The Blake & Johnson Co (nuts, machine screw-bolts, stove) — Waterville

Bottle Bobbins
Sonoco Products Co (Climax-Lowell Div) — Mystic

Box Board
The Lydall & Foulds Paper Co — Manchester
National Folding Box Co — New Haven
New Haven Pulp & Board Co — New Haven
Robertson Paper Box Co — Montville

Boxes—Paper—Folding
Atlantic Carton Corp — Norwich
S Curtis & Son Inc — Sandy Hook
M S Dowd Carton Co — Hartford
National Folding Box Co (paper folding) — New Haven
The New Haven Pulp & Board Co — New Haven
Robertson Paper Box Co — Montville

Brake Lining
Colt's Patent Fire Arms Mfg Co — Hartford
The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial) — Bridgeport

Brass and Bronze
The American Brass Co (sheet, wire rods, tubes) — Waterbury
The Bridgeport Rolling Mills Co — Bridgeport
The Bristol Brass Corp (sheet, wire, rods) — Bristol
The Miller Co (Phosphor bronze in sheets, strips and rolls) — Meriden
The Thinsheet Metals Co (sheets and rolls) — Waterbury

Brass Goods
Sargent and Company — New Haven
Scovill Manufacturing Co (To Order) — Waterbury

Brass Mill Products
Bridgeport Brass Co — Bridgeport
Scovill Manufacturing Co — Waterbury

Brass Stencils—Interchangeable
The Fletcher Terry Co — Box 415, Forestville

Brick—Building
The Donnelly Brick Co — New Britain

Bricks—Fire
Howard Company — New Haven

Broaching
The Hartford Special Machinery Co — Hartford

Brooms—Brushes
The Fuller Brush Co — Hartford

Buckles
The Hatheway Mfg Co (Dee Rings) — Bridgeport
The Hawie Mfg Co — Bridgeport
The G E Prentice Mfg Co — New Britain
John M Russell Mfg Co Inc — Naugatuck
B Schwanda & Sons — Staffordville
The Patent Button Co — Waterbury
The Waterbury Button Co — Waterbury

Buffing & Polishing Compositions
Apothecaries Hall Co — Waterbury
Lea Mfg Co — Waterbury

Buffing Wheels
The Williamsville Buff Mfg Co — Danielson

Buttons
B Schwanda & Sons — Staffordville
The Patent Button Co — Waterbury
Colt's Patent Fire Arms Mfg Co — Hartford
Scovill Manufacturing Co (uniform and tack fastened) — Waterbury
The Waterbury Button Co — Waterbury

Cabinets
The Charles Parker Co (medicine) — Meriden

Cams
The Hartford Special Machinery Co — Hartford

Carpets and Rugs
Bigelow-Sanford Carpet Co — Thompsonville

Carpet Lining
Palmer Brothers Co — New London

Castings
The Charles Parker Co (gray iron) — Meriden
The Bradley & Hubbard Mfg Co (grey iron, brass, bronze, aluminum) — Meriden
The Gillette-Vibber Co (grey iron, brass, bronze, aluminum, also Bronze Bushing Stock) — New London
The Sessions Foundry Co (gray iron) — Bristol
John M Russell Mfg Co Inc (brass, bronze and aluminum) — Naugatuck
Malleable Iron Fittings Co (malleable iron and steel) — Branford
McLagon Foundry Co (gray iron) — New Haven
Newton-New Haven Co (zinc and aluminum) 688 Third Ave — West Haven
Philbrick-Booth & Spencer Inc (Grey Iron) — Hartford
The Greist Mfg Co (white metal, slush, permanent moulds) 503 Blake St — New Haven
Scovill Manufacturing Co (brass and bronze) — Waterbury
Vanadium Metals Co (brass, bronze and aluminum) — Groton
Union Mfg Co (gray iron) — New Britain
Wilcox Crittenden & Co Inc (gray iron and brass) — Middletown

Castings—Permanent Mould
The Bradley & Hubbard Mfg Co (zinc and aluminum) — Meriden

Chain
John M Russell Mfg Co Inc — Naugatuck

IT'S MADE IN CONNECTICUT

—CONTINUED—

Chains—Bead
The Bead Chain Mfg Co Bridgeport

Chemicals
Apothecaries Hall Co Waterbury
MacDermid Incorporated Waterbury
American Cyanamid & Chemical Corp Waterbury

Chromium Plating
Chromium Corp of America Waterbury

Chucks & Face Plate Jaws
Union Mfg Co New Britain

Clamps—Wood Workers
Sargent and Company New Haven

Clay
Howard Company (Fire Howard "B" and High Temperature Dry) New Haven

Cleansing Compounds
MacDermid Incorporated Waterbury

Clutch—Friction
The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitorq) Manchester

Comfortables
Palmer Brothers Co New London

Cones
Sonoco Products Co (Climax-Lowell Div) (Paper) Mystic

Consulting Engineers
The Stanley P Rockwell Co Inc (Consulting) 296 Homestead Ave Hartford

Contract Manufacturers
The Greist Mfg Co (metal parts and assemblies) 503 Blake St New Haven

Copper
The American Brass Co (sheet, wire, rods, tubes) Waterbury
The Bristol Brass Corp (sheet) Bristol
Scovill Manufacturing Co (pipe and service tubing) Waterbury
The Thinsheet Metals Co (sheets and rolls) Waterbury

Copper Sheets
The New Haven Copper Co Seymour

Copper Shingles
The New Haven Copper Co Seymour

Copper Water Tube
Bridgeport Brass Co Bridgeport

Cork Cots
Sonoco Products Co (Climax-Lowell Div) Mystic

Corrugated Box Manufacturers
The Danbury Square Box Co Danbury

Corrugated Shipping Cases
D L & D Container Corp 87 Shelton Ave New Haven
Gair Thames Containers Div of the Robert Gair Co Inc New London

Cosmetics
The J B Williams Co Glastonbury

Cotton Batting & Jute Batting
Palmer Brothers New London

Cotton and Jute Batting
The Gilman Brothers Company Gilman

Cotton Yarn
The Floyd Cranska Co Moosup

Counting Devices
Veeder-Root Inc Hartford

Cutlery
Remington Arms Co Inc Bridgeport

Cut Stone
The Dextone Co New Haven

Cutters
The Standard Machinery Co (rotary board, single and duplex) Mystic
The O K Tool Co Inc (inserted tooth milling) 33 Hull St Shelton

Dictating Machines
Dictaphone Corporation Bridgeport

Die Castings
Newton-New Haven Co Inc 688 Third Ave West Haven

Dies
The Hoggson & Pettis Mfg Co 141 Brewery St New Haven

Die-Heads—Self-Opening
The Eastern Machine Screw Corp Truman & Barclay Sts New Haven
The Geometric Tool Co New Haven

Dish Washing Machines
Colt's Patent Fire Arms Mfg Co Hartford

Draperies
Palmer Brothers Co New London

Drop Forgings
Wilcox Crittenden & Co Inc Middletown
The Blakeslee Forging Co Plantsville
Atwater Mfg Co Plantsville

Edged Tools
The Collins Co (axes and other edged tools) Collinsville

Elastic Webbing
The Russell Mfg Co Middletown

Electric Appliances
The Silex Co 80 Pliny St Hartford

Electric Cables
Rockbestos Products Corp (asbestos insulated) New Haven

Electrical Conduit Fittings & Grounding Specialties
The Gillette-Vibber Company New London

Electric Cords
Rockbestos Products Corp (asbestos insulated) New Haven

Electric—Commutators & Segments
The Cameron Elec Mfg Co (rewinding motors) Ansonia

Electric Fixture Wire
Rockbestos Products Corp (asbestos insulated) New Haven

Electric Heating Element & Units
Rockbestos Products Corp (asbestos insulated) New Haven

Electrical Instruments
The Bristol Co Waterbury

Electric Panel Boards
The Plainville Electrical Products Co Plainville

Electric Wire
Rockbestos Products Corp (asbestos insulated) New Haven
The Whitney Blake Co (Graybar Elec Co Exclusive Distributors) Hamden

Electrical Control Apparatus
The Trumbull Electric Mfg Co Plainville

Electrical Control Equipment
Colt's Patent Fire Arms Mfg Co Hartford

Electrical Goods
A C Gilbert Co New Haven
Colt's Patent Fire Arms Mfg Co Hartford

Electrical Switches
Colt's Patent Fire Arms Mfg Co Hartford

Electrotypes
W T Barnum & Co Inc (all classes) New Haven

Elevators
The Eastern Machinery Co (passenger and freight) New Haven

Embalming Chemicals
The Embalmers' Supply Co Westport

Engines
Wolverine Motor Works Inc (diesel stationary marine) Bridgeport
Pratt & Whitney Aircraft Div United Aircraft Corp (aircraft) East Hartford

Envelopes
Curtis 1000 Inc Hartford

Extractors—Tap
The Walton Co 94 Allyn St Hartford

Eyelets
The Platt Bros & Co P O Box 1030 Waterbury
Scovill Manufacturing Co Waterbury
The Waterbury Button Co Waterbury

Fasteners—Slide & Snap
The G E Prentice Mfg Co New Britain
Sargent and Co New Haven
The Patent Button Co Waterbury
Scovill Manufacturing Co (snap) Waterbury

Felt
American Felt Co Glenville

Ferrules
The Waterbury Button Co Waterbury

Fibre Board
The C H Norton Co North Westchester
The Wm Foulds & Company Manchester

Finger Nail Clippers
The H C Cook Co 32 Beaver St Ansonia

Firearms
Colt's Patent Fire Arms Mfg Co Hartford
Remington Arms Co Inc Bridgeport

Fire Hose
Fabrics Fire Hose Co (municipal and industrial) Sandy Hook

Fireplace Goods
The John P Smith Co (screens) 423-33 Chapel St New Haven
The Rostand Mfg Co Milford

Fireproof Floor Joists
The Dextone Co New Haven

Fishing Equipment
The Horton Mfg Co (reels, rods, lines) Bristol

Fishing Lines
The Bevin-Wilcox Line Co East Hampton

Fishing Tackle
The H C Cook Co 32 Beaver St Ansonia

Flashlight Cases
Scovill Manufacturing Co (metal) Waterbury

Flow Meters
The Bristol Co Waterbury

Forgings
Clark Brothers Bolt Co Milldale
Heppenstall Co (all kinds and shapes) Bridgeport
Scovill Manufacturing Co (non-ferrous) Waterbury

Foundries
Union Mfg. Co (gray iron) New Britain
Wilcox Crittenden & Co Inc (iron, brass, aluminum and bronze) Middletown
The Sessions Foundry Co (iron) Bristol

Foundry Riddles
The John P Smith Co 423-33 Chapel St New Haven
Rolock Inc (brass, galvanized, steel) Southport

Furniture—Anodic Aluminum
Warren McArthur Corporation Bantam

Furniture Pads
The Gilman Brothers Company Gilman

Fuses
Colt's Patent Fire Arms Mfg Co Hartford

Galvanizing & Electric Plating
The Gillette-Vibber Co. New London

Galvanizing
Malleable Iron Fittings Co Branford
Wilcox Crittenden & Co Inc Middletown

Gauges
The Bristol Co (pressure, vacuum, indicating, recording and controlling) Waterbury

Gears—Reverse & Reduction for Motor Boats
The Snow and Petrelli Mfg Co New Haven

Gears and Gear Cutting
The Hartford Special Machinery Co Hartford

Glass Coffee Makers
The Silex Co 80 Pliny St Hartford

Glass Cutters
The Fletcher Terry Co Box 415, Forestville

Golf Equipment
The Horton Mfg Co (clubs, shafts, balls, bags) Bristol

Graphite Crucibles & Products
American Crucible Co Shelton

Grinding
The Hartford Special Machinery Co (gears, threads, cams and splines) Hartford

Hardware
Sargent and Co New Haven
Wilcox Crittenden & Co Inc (marine heavy and industrial) Middletown

Hardware—Trailer Cabinet
The Excelsior Hardware Co Stamford

Hardware, Trunk & Luggage
J H Sessions & Son Bristol

Hat Machinery
Doran Brothers Inc Danbury

Headers
The E J Manville Machine Co Waterbury

Heat Treating
The A F Holden Co 200 Winchester St New Haven
The Bennett Metal Treating Co 1045 New Britain Ave Elmwood
The Stanley P Rockwell Co Inc 296 Homestead Ave Hartford

Heat-Treating Equipment
The A F Holden Co 200 Winchester St New Haven
The Stanley P Rockwell Co Inc (commercial) 296 Homestead Ave Hartford
The Wallace Barnes Co Div Associated Spring Corp Bristol

Heating Apparatus
Crane Company Bridgeport

Highway Guard Rail Hardware
Malleable Iron Fittings Co Branford

Hinges
Sargent and Company New Haven
Homer D Bronson Company Beacon Falls

Hoists and Trolleys
Union Mfg Company New Britain

Hose Supporter Trimmings
The Hawie Mfg Co (So-Lo Grip Tabs) Bridgeport

Hot Water Heaters
Petroleum Heat & Power Co (Instantaneous domestic oil burner) Stamford

Industrial Finishes
Zapon Div Atlas Powder Co Stamford

Insecticides
American Cyanamid & Chemical Corp Waterbury

Insulated Wire Cords & Cable
The Kerite Insulated Wire & Cable Co Inc Seymour
The Whitney Blake Co (Graybar Elec Co Exclusive Distributors) Hamden

Japanning
J H Sessions & Son Bristol

Key Blanks
Sargent and Company New Haven
The Graham Mfg Co Derby
(Advt.)

IT'S MADE IN CONNECTICUT
—CONTINUED—

Knit Goods
American Hosiery Company — New Britain

Labels
J & J Cash Inc (Woven) — South Norwalk

Lacquers & Synthetic Enamels
Zapon Div Atlas Powder Co — Stamford

Ladders
A W Flint Co — 196 Chapel St New Haven

Lamps
The Rostand Mfg Company (brass, colonial style & brass candlesticks) — Milford
The Greist Mfg Co (portable, office, floor, table and novelty) — 503 Blake St New Haven

Leather
Herman Roser & Sons Inc (Genuine Pigskin) — Glastonbury

Leather Goods Trimmings
The G E Prentice Mfg Co — New Britain

Letterheads
Lehman Brothers Inc (designers, engravers, lithographers) — New Haven

Lighting Equipment
The Miller Co (Miller, Duplexalite, Ivanhoe) — Meriden
The Waterbury Button Co — Waterbury

Locks
Sargent and Company — New Haven

Locks—Cabinet
The Excelsior Hardware Co — Stamford

Locks—Suit-case and Trimmings
The Excelsior Hardware Co — Stamford

Locks—Trunk
The Excelsior Hardware Co — Stamford

Locks—Zipper
The Excelsior Hardware Co — Stamford

Machine Work
The Hartford Special Machinery Co (contract work only) — Hartford

Machinery
The Hallden Machine Company (mill) — Thomaston
The Standard Machinery Co (bookbinders) — Mystic

Machines
Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling) — Bridgeport
The Patent Button Company — Waterbury

Machines—Automatic
The A H Nilson Mach Co (Special) — Bridgeport

Machines—Forming
The A H Nilson Mach Co (four-slide wire and ribbon stock) — Bridgeport

Malleable Iron Castings
Malleable Iron Fittings Co — Branford

Marine Equipment
The Rostand Mfg Co (portlights, deck, cabin and sailboat hardware) — Milford
Wilcox Crittenden & Co Inc — Middletown

Marking Devices
The Hoggson & Pettis Mfg Co — New Haven

Matrices
W T Barnum & Co Inc — New Haven

Mattresses
Palmer Brothers Co — New London
Waterbury Mattress Co — Waterbury

Measuring Instruments
The Bristol Co (long distance) — Waterbury

Metal Cleaners
Apothecaries Hall Co — Waterbury

Metal Cleaning Machines
Colt's Patent Fire Arms Mfg Co — Hartford

Metal Goods
Bridgeport Brass Co (to order) — Bridgeport

Metal Novelties
The H C Cook Co — 32 Beaver St Ansonia
The Waterbury Button Co — Waterbury

Metal Products—Stampings
J H Sessions & Son — Bristol
The Greist Mfg Co — 503 Blake St New Haven
Scovill Manufacturing Co (Made to Order) — Waterbury

Metal Specialties
The Excelsior Hardware Co — Stamford
The G E Prentice Mfg Co — New Britain
The Greist Mfg Co — 503 Blake St New Haven

Metal Stampings
The Patent Button Co — Waterbury
The Excelsior Hardware Co — Stamford
J H Sessions & Son — Bristol
The H C Cook Co — 32 Beaver St Ansonia
The Greist Mfg Co — 503 Blake St New Haven
The Waterbury Button Co — Waterbury

Milk Bottle Carriers
The John P Smith Co 323-33 Chapel St — New Haven

Mill Supplies
Wilcox Crittenden & Co Inc — Middletown

Moulded Plastic Products
Colt's Patent Fire Arms Mfg Co — Hartford
The Watertown Mfg Co 117 Echo Lake Road — Watertown

Moulds
The Hoggson & Pettis Mfg Co (steel) 141 Brewery St — New Haven
The Sessions Foundry Co. (heat resisting for non ferrous metals) — Bristol

Nickel Anodes
Apothecaries Hall Co — Waterbury
The Seymour Mfg Co — Seymour

Nickel Silver
The Seymour Mfg Co — Seymour

Nuts Bolts and Washers
Clark Brothers Bolt Co — Milldale

Office Equipment
Underwood Elliott Fisher Co — Hartford

Oil Burners
Malleable Iron Fittings Co — Branford
The Silent Glow Oil Burner Corp 1477 Park St — Hartford
Petroleum Heat & Power Co (domestic commercial and industrial) — Stamford

Oxygen
Connecticut Gas Products Co Inc — Meriden

Paints and Enamels
The Tredennick Paint Mfg Co — Meriden

Paperboard
Gair Thames Containers Div of the Robert Gair Co Inc — New London
The New Haven Pulp & Board Co — New Haven

Paper Boxes
National Folding Box Co (folding) — New Haven
The New Haven Pulp & Board Co — New Haven
Robertson Paper Box Co (folding) — Montville

Paper Clips
The H C Cook Co (steel) 32 Beaver St Ansonia

Paper Tubes and Cores
Sonoco Products Co (Climax-Lowell Div) — Mystic

Parallel Tubes
Sonoco Products Co (Climax-Lowell Div) — Mystic

Pharmaceutical Specialties
Ernst Bischoff Company Inc — Ivoryton

Phosphor Bronze
The Seymour Mfg Co — Seymour
The Bristol Brass Corp (sheet) — Bristol

Pipe
The American Brass Co (brass and copper) — Waterbury
Howard Co (cement well and chimney) — New Haven
Crane Company (fabricated) — Bridgeport
Bridgeport Brass Co (brass & copper) — Bridgeport
Scovill Manufacturing Co (copper, red brass and yellow brass) — Waterbury

Pipe Fittings
Malleable Iron Fittings Co — Branford

Platers
The Patent Button Co — Waterbury
The Plainville Electro Plating Co — Plainville

Platers—Chrome
The Plainville Electro Plating Co — Plainville

Platers' Equipment
MacDermid Incorporated — Waterbury

Plumbers' Brass Goods
Bridgeport Brass Co — Bridgeport
Scovill Manufacturing Co — Waterbury

Plumbing Specialties
John M Russell Mfg Co Inc — Naugatuck

Pole Line
Malleable Iron Fittings Co — Branford

Polishing Wheels
The Williamsville Buff Mfg Co — Danielson

Presses
The Standard Machinery Co (plastic molding, embossing, and die cutting) — Mystic

Propellers—Aircraft
Hamilton Standard Propellers Div United Aircraft Corp — East Hartford

Punches
The Hoggson & Pettis Mfg Co (ticket & cloth) 141 Brewery St — New Haven

Putty Softeners—Electrical
The Fletcher Terry Co — Box 415 Forestville

Pyrometers
The Bristol Co (recording and controlling) — Waterbury

Radiation-Finned Copper
The G & O Manufacturing Company — New Haven

Railroad Equipment
The Rostand Mfg Co (baggage racks and mirrors for passenger cars) — Milford

Rayon Yarns
The Hartford Rayon Corp — Rocky Hill

Razors
Schick Dry Shaver Inc (electric) — Stamford

Reamers
The O K Tool Co Inc (inserted tooth) 33 Hull St — Shelton

Recorders and Controllers
The Bristol Co (humidity, motion and operation) — Waterbury

Refractories
Howard Company — New Haven

Resistance Wire
The C O Jelliff Mfg Co (Nickel chromium, kanthal) — Southport

Retainers
The Hartford Steel Ball Co (bicycle & automotive) — Hartford

Reverse Gear—Marine
The Carlyle Johnson Mach Co — Manchester

Riveting Machines
The Grant Mfg & Machine Co — Bridgeport
The Raybestos Div of Raybestos-Manhattan Inc (brake service equipment) — Bridgeport

Rivets
Clark Brothers Bolt Co — Milldale
The Blake & Johnson Co (brass, copper and non-ferrous) — Waterville
J H Sessions & Son — Bristol
The Raybestos Div of Raybestos-Manhattan Inc (brass and aluminum tubular and solid copper) — Bridgeport

Rods
The Bristol Brass Corp (brass and bronze) — Bristol

Roof Coatings & Cements
Tilo Roofing Co Inc — Stratford

Roofing—Built Up
Tilo Roofing Co Inc — Stratford

Rubber Chemicals
The Stamford Rubber Supply Co ("Factice" Vulcanized Vegetable Oils) — Stamford

Rubberized Fabrics
The Duro-Gloss Rubber Co — New Haven

Rubber Footwear
The Goodyear Rubber Co — Middletown
United States Rubber Prod Inc (Keds, Kedettes, Gaytees, U S Royal Footwear) — Naugatuck

Rubbish Burners
The John P Smith Co 423-33 Chapel St — New Haven

Safety Fuses
The Ensign-Bickford Co (mining & detonating) — Simsbury

Scales-Industrial Dial
The Kron Company — Bridgeport

Scissors
The Acme Shear Company — Bridgeport

Screw Machine Products
The Blake & Johnson Co — Waterville
Centerless Grinding Works 70 Knowlton St — Bridgeport
The Eastern Machine Screw Corp Truman & Barclay St — New Haven
The Humason Mfg Co — Forestville
Scovill Manufacturing Co — Waterbury

Screws
The Blake & Johnson Co (machine) — Waterville
Sargent and Company — New Haven
Clark Brothers Bolt Co — Milldale
The Charles Parker Co (wood) — Meriden
Scovill Manufacturing Co (cap and machine) — Waterbury

Scythes
Winsted Manufacturing Co — Winsted

IT'S MADE IN CONNECTICUT
—CONTINUED—

Sewing Machines
The Greist Mfg Co (Sewing machine attachments) 503 Blake St New Haven
The Merrow Machine Co (Industrial) 2814 Laurel St Hartford

Shaving Soaps
The J B Williams Co Glastonbury

Shears
The Acme Shear Co (household) Bridgeport

Sheet Metal Products
The American Brass Co (brass and copper) Waterbury

Sheet Metal Stampings
The American Buckle Co West Haven
The Patent Button Co Waterbury
J H Sessions & Son Bristol

Signals
The H C Cook Co (for card files) 32 Beaver St Ansonia

Silks
Cheney Brothers South Manchester

Silverware
International Silver Co (tableware, nickel silver, silver plate and sterling) Meriden

Silverware—Hotel & Institutional
International Silver Co Meriden

Silverware—Plated Hollowware
International Silver Co Meriden

Silverware—Sterling & Plated Trophies
International Silver Co Meriden

Silverware—Sterling Silver Hollowware
International Silver Co Meriden

Silverware—Tableware, Silver
International Silver Co Meriden

Silverware—Tableware, Silver Plate
International Silver Co Meriden

Silverware—Tableware, Sterling
International Silver Co Meriden

Sizing and Finishing Compounds
American Cyanamid & Chemical Corp Waterbury

Smoke Stacks
The Bigelow Company (steel) New Haven

Soap
The J B Williams Co (industrial soaps, toilet soaps, shaving soaps) Glastonbury

Speakers
Cinaudagraph Corp (High Fidelity for radios, motion picture houses and public address systems) Stamford

Special Parts
The Greist Mfg Co (small machined, especially precision stampings) 503 Blake St New Haven

Sponge Rubber
The Sponge Rubber Products Co Derby

Spreads
Palmer Brothers Company New London

Spring Units
Owen Silent Spring Co Inc (mattresses and upholstery furniture) Bridgeport

Spring Washers
The Wallace Barnes Co Div Associated Spring Corp Bristol

Springs—Coil & Flat
The Humason Mfg Co Forestville
The Wallace Barnes Co Div Associated Spring Corp Bristol

Springs—Flat
The Wallace Barnes Co Div Associated Spring Corp Bristol

Springs—Furniture
Owen Silent Spring Co Inc Bridgeport

Springs—Wire
The Wallace Barnes Co Div Associated Spring Corp Bristol

Stair Pads
Palmer Brothers Company New London

Stamps
The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven

Stampings—Small
The Wallace Barnes Co Div Associated Spring Corp Bristol

Staples
Sargent and Company New Haven

Steel Castings
The Hartford Electric Steel Co (carbon and alloy steel) 540 Flatbush Ave Hartford
Malleable Iron Fittings Co Branford
Nutmeg Crucible Steel Co Branford

Steel—Cold Rolled Spring
The Wallace Barnes Co Div Associated Spring Corp Bristol

Steel—Cold Rolled Stainless
Wallingford Steel Company Wallingford

Steel—Cold Rolled Strip and Sheets
Wallingford Steel Company Wallingford

Steel Goods
Scovill Manufacturing Co (To Order) Waterbury

Stereotypes
W T Barnum & Co Inc New Haven

Stop Clocks, Electric
The H C Thompson Clock Co Bristol

Studio Couches
Waterbury Mattress Co Waterbury

Switchboards
Plainville Electrical Products Co Plainville

Switchboards Wires and Cables
Rockbestos Products Corp (asbestos insulated) New Haven

Switches
Colt's Patent Fire Arms Mfg Co Hartford

Tableware—Stainless Steel
International Silver Co Meriden

Tanks
The Bigelow Company (steel) New Haven

Tape
The Russell Mfg Co Middletown

Tap Extractors
The Walton Co 94 Allyn St Hartford

Taps, Collapsing
The Geometric Tool Co New Haven

Tarred Lines
Brownell & Co Inc Moodus

Textile Machinery
The Merrow Machine Co 2814 Laurel St Hartford

Textile Mill Supplies
Ernst Bischoff Company Inc Ivoryton

Thermometers
The Bristol Co (controlling, recording and indicating) Waterbury

Thin Gauge Metals
The Thinsheet Metals Co (plain or tinned in rolls) Waterbury

Thread
Max Pollack & Co Inc Groton
The American Thread Co Willimantic
The Gardiner Hall Jr Co (cotton sewing) South Willington

Threading Machines
The Grant Mfg & Machine Co (double and automatic) Bridgeport

Time Recorders
Stromberg Time Corp Thomaston

Timers, Interval
The H C Thompson Clock Co Bristol

Tinning
Wilcox Crittenden & Co Inc Middletown
The Thinsheet Metals Co (non-ferrous metals in rolls) Waterbury

Tools
The Hoggson & Pettis Mfg Co (rubber workers) 141 Brewery St New Haven
The O K Tool Co Inc (inserted tooth metal cutting) 33 Hull St Shelton

Toys
A C Gilbert Company New Haven
The Gong Bell Co East Hampton
The N N Hill Brass Co East Hampton

Trucks—Lift
The Excelsior Hardware Co Stamford

Trucks—Skid Platforms
The Excelsior Hardware Co (lift) Stamford

Tube Clips
The H C Cook Co (for collapsible tubes) 32 Beaver St Ansonia

Tubing
The American Brass Co (brass and copper) Waterbury
Scovill Manufacturing Co (copper alloys) Waterbury

Tubing—Condenser
Scovill Manufacturing Co Waterbury

Typewriters
Underwood Elliott Fisher Co Hartford

Typewriter Ribbons
Underwood Elliott Fisher Co Hartford

Underclearer Rolls
Sonoco Products Co (Climax-Lowell Div) Mystic

Vacuum Cleaners
The Spencer Turbine Co Hartford

Valves
Reading-Pratt & Cady Div American Chain & Cable Co Inc Bridgeport

Valves—Automatic Air
Beaton & Cadwell Mfg Co New Britain

Valves—Flush
Beaton & Cadwell Mfg Co New Britain

Valves—Relief & Control
Beaton & Cadwell Mfg Co New Britain

Venetian Blinds
The Permatex Fabrics Co Jewett City

Ventilating Systems
Colonial Blower Company Hartford

Vises
The Charles Parker Co Meriden

Washers
The Blake & Johnson Co (brass, copper & non-ferrous) Waterville
American Felt Co (felt) Glenville
Clark Brothers Bolt Co Milldale
The Sessions Foundry Co (cast iron) Bristol
J H Sessions & Son Bristol

Watches
Benrus Watch Co 30 Cherry St Waterbury

Waterproof Dressings for Leather
The Viscol Company Stamford

Webbing
The Russell Mfg Co Middletown

Welding Rods
The Bristol Brass Corp (brass & bronze) Bristol

Wicks
The Russell Mfg Co Middletown

Wire
The Bristol Brass Corp (brass & bronze) Bristol
The Driscoll Wire Co (steel) Shelton
Hudson Wire Co Winsted Div (insulated & enameled magnet) Winsted
The Atlantic Wire Co (steel) Branford
The Platt Bros & Co (zinc wire) P O Box 1030 Waterbury
Rockbestos Products Corp (asbestos insulated) New Haven
Scovill Manufacturing Co (brass, bronze and nickel silver) Waterbury

Wire Arches and Trellis
The John P Smith Co 423-33 Chapel St New Haven

Wire Baskets
Rolock Inc (for acid, heat, degreasing) Southport

Wire Cable
The Bevin-Wilcox Line Co (braided) East Hampton

Wire Cloth
The C O Jelliff Mfg Co (All metals, all meshes) Southport
The John P Smith Co 423-33 Chapel St New Haven

Wire Drawing Dies
The Waterbury Wire Die Co Waterbury

Wire Dipping Baskets
The John P Smith Co 423-33 Chapel St New Haven

Wire Forms
The Humason Mfg Co Forestville
The Wallace Barnes Co Div Associated Spring Corp Bristol

Wire Goods
The Patent Button Co Waterbury
The American Buckle Co (overall trimmings) West Haven
Scovill Manufacturing Co (To Order) Waterbury

Wire Mesh
Rolock Inc (all meshes and metals) Southport

Wire Reels
The A H Nilson Mach Co Bridgeport

Wire Partitions
The John P Smith Co 423-33 Chapel St New Haven

Wire Rings
The American Buckle Co (pan handles and tinners' trimmings) West Haven

Woodwork
C H Dresser & Son Inc (Mfg all kinds of woodwork) Hartford

Yarns
The Ensign-Bickford Co (jute carpet) Simsbury

Zinc
The Platt Bros & Co (ribbon, strip and wire) P O Box 1030 Waterbury

Zinc Castings
Newton-New Haven Co Inc 688 Third Ave West Haven

SERVICE SECTION

On account of space limitations, the material and used equipment items offered for sale by Association members have not been classified by sizes or usage best adapted. Full information will be given on receipt of inquiry. Listing service free to member concerns. All items offered subject to prior sale.

FOR SALE—RENT—WANTED

WANTED—JOB WORK. Special machinery and parts made to order. 73 years' experience manufacturing machinery at your disposal. Your inquiries are solicited. Address S. E. 115.

WANTED—TO BUY. Nos. 4½, 5, 5½ Bliss single action double crank straight side presses. Nos. 103, 104, 105 Bliss double crank inclinable presses. No. 3 L. & J. inclinable press. Address S. E. 127.

FOR SALE 2—40 H. P. 720 R.P.M. Type MT-346 G. E. Motors, Form B, 220 V. 3 phase 60 cycle with controller. Reasonable price. Condition as good as new. Address S. E. 128.

WANTED. Contracts for white metal castings and light stampings in any metal. Also finishing in all plates, silver, gold, brass, bronze, copper and all combinations of same. Address S. E. 129.

BUSINESS OPPORTUNITIES. A well established Chemical Supply House doing larger volume of business than able to handle and with great potential sales future, needs $10,000 for expansion. Either silent or active partnership. Address S. E. 133.

EMPLOYMENT

FACTORY MANAGER or Superintendent—seasoned executive with practical management and engineering background, covering broad diversified manufacturing experience. Thorough knowledge of purchasing; budgets; cost analysis and reduction; product design; equipment tooling-up; materials; modern production methods; wage systems with incentives; plant upkeep; labor relations. PW-535.

TOOL ENGINEER, age 28. Knows production methods, wants work in production planning or like, experienced in tool and machine design. Has E. E. Degree and experience in electrical lines. Address P. W. 543.

EXECUTIVE who has proved his merit by pulling a company operating in a highly competitive field out of receivership and developing it into a profit-maker during the past ten years, seeks an opportunity to produce profits for another Connecticut or New England company. In the fourteen years he was connected with this organization, he served as comptroller, assistant general manager, secretary, treasurer, general manager, and receiver. He may open the door to greater profits in your company by permitting him to demonstrate how he may serve you. Appointment may be arranged by addressing P. W. 546.

CREDIT EXECUTIVE. Man with over 20 years experience in credit work with two large nationally known corporations, now seeks an opportunity to sell his services where he can demonstrate their profitable use either in the credit or sales branches of industry or commerce. He will call upon you upon invitation addressed to P. W. 547.

POSITION WANTED, on account of management reorganization, by a man of twenty years experience as Purchasing Agent for a large concern. Can install purchase and stock, and Inventory Control Systems. Address P. W. 549.

MANUFACTURING EXECUTIVE — METAL STAMPINGS, Management and Engineering background with wide diversified experience in the manufacture of pressed and deep drawn metal stampings. Thorough knowledge product design; costs; purchasing; tooling up; plant upkeep; modern production methods; wage systems; organization and labor relations. Address P. W. 550.

SALES PROMOTION EXECUTIVE desires a position selling or promotional work. Extensive acquaintance among manufacturers, insurance and bank executives, also retail and wholesale merchants throughout Connecticut and New England. Qualified to handle publicity and advertising copy. Address P. W. 551.

ACCOUNTANT— 5 years' experience sales and manufacturing office accounting. Knowledge of installments, statements, taxes, correspondence, sales training, bills of sale, typing. Experience in full charge office details. Presently studying spare time. College graduate, 27, honors school. Address P. W. 552.

CHEMICAL ENGINEER-CHEMIST. Fourteen years Plant Engineer. Fifteen years chemist and chemical engineer for several large plants manufacturing brass and steel products, rubber covered wires and cables; fats, oils, waxes and various kinds of paints. License Professional Engineer. Address P. W. 553.

ADVERTISING MAN—Worked in New York agency; year with printing house as Art Director-Salesman. Has demonstrated ability to think up effective advertising ideas, write copy, and do layouts and finished art work. College graduate, (Dartmouth '39). Address P. W. 554.

AT LARGE—A damn good assistant. LIKES organizing and preparing operating details. VERY SUCCESSFUL in Customer and Agency Relations. SKILLFUL at Contract Analysis. CALM, efficient Office Management. Has IDEAS for sales supervision and promotion. Mid-thirties: experienced - - - yet flexible. Address P. W. 555.

PERSONNEL MANAGER—INDUSTRIAL RELATIONS. Several years in charge with large Connecticut manufacturers. Available shortly. Address P. W. 556.

SALES REPRESENTATIVE— Young man 29 who has proved his abilities in allied sales, sales promotion, and advertising fields both inside and outside the office and who has also demonstrated that he has a flair for organization work, desires to represent a manufacturer or wholesaler in the sales end of his business. Has wide acquaintance. For interview address P. W. 557.

INDIA. A salesman, former resident of Connecticut now located in Delhi invites correspondence from Connecticut manufacturers having business in India. Address L. B. Baker, CPA, New Haven, Connecticut.

AGE 30 MECHANICAL ENGINEER—Purdue—Practical experience in Connecticut industries, factory management, modern production methods, etc., purchasing, Government requirements for lethal or related manufacturing. Want position where intensive production is in process of development. Address P. W. 559.

TRAFFIC MANAGER. Married man, 41 years of age, twenty-two of business experience, specializing in domestic industrial traffic, and now emp'oyed as traffic manager, desires position with progressive concern. Applicant has also had some statistical, purchasing and selling experience which might be used to good advantage in combination with traffic work for a small or medium-sized company. Address P. W. 560.

FORTY PLUS OF CONNECTICUT offers highly trained men as follows: Accountants, Auditors, Advertising, Sales, Engineers, Personnel, Financial, Production, Publicity writers, Administrators, etc. All service gratis. Write us your requirements—we cover the United States through National Forty Plus. 252 Asylum Street, Hartford, Connecticut.

ACCOUNTANT, age 34, married, resident of Stamford, but willing to work anywhere. Twelve years of diversified accounting and auditing experience including general and cost accounting; system installation. Applicant has verified periodically several large trust funds. In addition, besides, public accounting, applicant had general shop cost accounting experience with the General Electric Company and cost construction accounting experience with the Westchester County Park Commission. Address P. W. 562.

EXECUTIVE ENGINEER with over 20 years experience in design for economical production as well as development work covering a diversified field of machinery. Has knowledge of mass production, cost and sales. A good administrator. Address P. W. 563.

A RESPONSIBLE business executive who has discontinued his importing business on account of the war, wishes to contact a responsible small or medium-sized firm seeking capital for expansion. Is interested in active partnership and will invest up to $25,000. Address P. W. 564.

WANTED a position offering responsibility and hard work as assistant to busy executive burdened with increased business. Fifteen years practical and diversified financial experience. Business trends, analysis, economics, taxation, government relation to business. College trained. Address P. W. 565.

TRAFFIC MANAGER OR SHIPPING CLERK who has had some twenty years' experience handling all shipments for a large Connecticut company in the metals field desires to locate a position where his knowledge of rates, classifications, routings, packing, etc. would serve to the advantage of another Connecticut company. Will consider matter of salary until work is proven. For further particulars and interview, address P. W. 566.

CAN YOU USE A QUALIFIED WORLD WAR VETERAN IN YOUR PLANT? If you have an opening for such a man in your organization put in a call to any office of the Connecticut State Employment Service asking for Veteran qualified for your particular job. If he is not available in this office, a check will be made to locate one. Thus you will be helping to help a worthy group to a "job in private industry". Address P. W. 567.

SALES EXCHANGE

LARGE WEST COAST CORPORATION seeks exclusive representation for some good product or line. This concern dates back 25-30 years and has embraced a variety of efforts by men of many years' experience, thoroughly versed in the technique of selling and promotion, regardless of what the product may be. Satisfactory references can be given. Address 133.

ROGER SHERMAN
TRANSFER CO.

Heavy Hauling

•

Rigging

•

Steel Erection

16 Ton Bigelow Boiler
Bridgeport Housing Project

CRANES up to 60 ton capacity
BOOMS up to 150 feet
WINCH TRUCKS & TRAILERS up to 100 ton capacity

JUST ASK Bigelow Boiler Works
Chance - Sikorsky
Hamilton Standard Propeller
Pratt & Whitney Aircraft
New Departure Mfg. Co.
New Britain - Gridley Machine Co.

HARTFORD
8-4153

NEW HAVEN
6-1368